

## Job Title: Agronomy Tech Services Manager

### Job Description

As the **Agronomy Technical Services Manager for Eastern Canada (Ontario, Quebec, or Maritime Provinces)**, you will serve as a technical expert for the North American Specialty Agriculture business, supporting business development and commercial excellence. The Agronomy Technical Services Manager will play a key role in supporting the strategy and growth of ICLs Growing Solutions business from the ground up in eastern Canada. This role will provide the agronomic foundation to support the entrepreneurial mindset of the sales team by identifying and quantifying the value of our granular, water soluble, controlled release and liquid fertilizer products of the crop nutrition portfolio as well as adjoining technologies like adjuvants, biologicals, and biostimulants. This position will include developing and managing relationships with key influencers and help support sales staff in presentations and product training for retail distribution customers and growers.

### Location:

Candidates for this position must reside within Eastern Canada (Ontario, Quebec, or Maritime Provinces).

### I'm interested! What will I get to do in this position?

- Design, implement and manage on-farm and university trials utilizing the portfolio of products, including controlled release fertilizer (CRF), water soluble NPK fertilizer, liquid fertilizers, FertilizerPluS (Polysulphate and PKpluS) and biostimulants to highlight product performance against the competition and other technologies.
- Develop protocols which include experimental design aligned with ICL agronomic standards and sound scientific practices to document the performance of the specialty agriculture product portfolio.
- Translate trial results into commercially useful selling tools for the team of technical sales managers including articles, presentations, and product messaging.
- Contribute to and guide the creation of new products and new product formulations to meet market needs.
- Inform the business and initiate activity in new crop and/or product opportunities ahead of established sales in a manner that allows for seamless transition into successful commercial activity.
- Leverage strong understanding of sound agronomic practices in a multitude of row, vine, vegetable, permanent, and other high value crops, cropping environments and irrigation systems to support the growth of the ICL Growing Solutions portfolio of products.
- Develop and lead product training sessions for both customers and internal staff.
- Work in collaboration with Technical Sales Managers in the Growing Solutions team to align agronomic support with key growth areas.
- Provide technical support to retailers and growers on the use of the entire specialty agriculture portfolio.
- Collaborate with marketing and R&D to identify and prioritize new opportunities and evaluate new technologies.
- Develop and present technical presentations at trade events and industry conferences.
- Maintain a focus on innovation which contributes to the growth and profitability of the business.

### What skills and experience do I need to be successful in this role?

- Bachelor's degree in agronomy or related field with coursework in plant science, soil science, plant health and plant nutrition.
- 5+ years of experience working in the field of agronomy.
- Broad understanding of fertilizer technology, markets and application including enhanced efficiency fertilizers, water soluble fertilizers, and liquid fertilizers across cropping systems of North America.
- Demonstrated understanding of statistical analysis and experimental design.
- Analytical skills including ability to read and understand analytical reports relating to soil, water, and plant material.
- Excellent oral and written communication skills.
- Proficient in Microsoft Office Applications.
- Must have excellent decision making and problem-solving skills.
- Demonstrated ability to contribute in a virtual team setting while being an effective self-starter able to manage daily activities to achieve long term goals.
- Must be able to manage personal goals and corporate objectives while keeping a customer centric focus.
- Ability to be nimble and respond to the business needs of a growing team and business.
- Leadership and entrepreneurial mindset to establish and grow a business and team.

- Sales nimbleness, while the team is establishing and growing, being mindful of capturing and collecting sales for the business.
- Must be able to travel up to 50% across the assigned territory within Canada.

**What will set me apart?**

- Background in fertilizer industry and fundamental fertilizer types, handling, and application systems.
- Demonstrated experience designing and implementing field research trials either as a principal investigator or field trial manager coordinating work with academic or contract research organizations.
- MS and/or PhD in agronomy or a related discipline
- Knowledge of high value crops and irrigation systems used in production
- Bilingual French/English

**Compensation at ICL:** If you are hired at ICL, your final base salary compensation will be determined based on factors such as geographic location, skills, education, and/or experience. We also offer a generous benefits package (more information on benefits listed below).

**Salary Range:** 100,000 - \$130,000 CAD

**Annual Bonus Target:** 20%, subject to plan provisions.

**Who is ICL?**

ICL Group is a leading global specialty minerals company, which creates impactful solutions for humanity's sustainability challenges in the food, agriculture and industrial markets. ICL leverages its unique bromine, potash and phosphate resources, its global professional workforce, and its sustainability focused R&D and technological innovation capabilities, to drive the company's growth across its end markets. Our agricultural products feed the world's growing population, our food additives enable greater access to higher quality food, our potash and phosphate products are essential components for the pharma industry and our bromine-based materials and phosphates contribute to a more energy efficient and environmentally friendly planet. ICL benefits from its advantageous size, geographical spread, and operational flexibility. With a culture based upon leadership, innovation, and sustainability, ICL is well positioned to be an Employer of Choice within the communities in which we operate. ICL shares are dual listed on the New York Stock Exchange and the Tel Aviv Stock Exchange (NYSE and TASE: ICL). The company employs more than 12,500 people worldwide, and its 2023 revenues totaled approximately \$7.5 billion.

To learn more about ICL, visit the company's global website [www.icl-group.com](http://www.icl-group.com).

**EEO-USA**

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