

Job Title: Key Account Lead

At Bayer we're visionaries, driven to solve the world's toughest challenges and striving for a world where, Health for all, Hunger for none' is no longer a dream, but a real possibility. We're doing it with energy, curiosity and sheer dedication, always learning from unique perspectives of those around us, expanding our thinking, growing our capabilities and redefining 'impossible'. There are so many reasons to join us. If you're hungry to build a varied and meaningful career in a community of brilliant and diverse minds to make a real difference, there's only one choice.

Key Account Lead

We are seeking a dedicated individual to enhance our commitment to making Bayer the preferred provider for our customers. In this role, you will have a great impact by managing a local business, ultimately benefiting both customers and Bayer. Additionally, you will work on maximizing business opportunities by collaboratively developing short, mid, and long-term strategies with key accounts and team members.

This is a permanent, home-based position, with local travel to support the Peterborough to Ottawa Corridor.

What you will do:

- Jointly own and achieve squad P&L targets, in collaboration with all team members.
- Plan, prioritize and execute local business objectives in short-term (90-daycycles), mid-term and long-term cycles.
- Collaborate and co-create within the squad to ensure accountability and maximize customer focus.
- Leveraging digital tools and agronomic expertise to position, support, and service the full Bayer portfolio of seed and crop protection, while also leveraging market intel and data insights to assess and prioritize opportunities.
- Contributing to effective team dynamics as a self-managing squad, via activities such as peer recruitment, selection, and performance feedback.
- Foster an inclusive environment of professionalism and safe working practices, ensuring Safety and Compliance requirements are met or exceeded within the team.
- Build a strong understanding of the complete portfolio and relevant programs, collaborating within the squad to grow and protect sales of Bayer Crop Science products.
- Foster strong relationships with retail partners within a geography to drive marketshare and ensure a positive customer experience.
- Plan, sell and forecast with these retail partners, while also supporting the associated order processing, tracking, reconciliation, and logistics.
- Collaborate within the squad to prioritize spend of discretionary funds to maximize the business opportunity.

Who you are:

- BSc in Agriculture or related discipline with strongly aligned experience
- Flexible mindset and ability to adapt to changing business needs
- Proven track record in sales and account management with large retail partners in the agricultural sector

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- Strong interpersonal, team and English communication skills – presentation, written, verbal and listening, to maximize results with customers and internal stakeholders
- Excellent understanding of local crop production, agronomy (ideally knows the Bayer portfolio for seed and CP)
- Excellent problem solving through analytical thinking in complex situations with minimal guidance
- Ability to encourage the usage of Bayer products in a competitive market
- Ability to solve problems and resolve concerns with the owners or senior decision makers in a business
- Ability to think strategically and see bigger picture and the impact of actions taken in the territory.
- Valid driver's license and ability to operate motor vehicles safely

Desired:

- CCA, CCSC, PAg (RTAg) or OAQ designation
- Advanced computer and database skills with ability to use MS Office Suite as well as other BCS Software (CRM, Tableau)

What we offer:

- This position provides the use of a vehicle
- Competitive compensation and rewards package
- Collaborative, diverse and inclusive culture
- Career development and global opportunities
- Work-life flexibility programs such as flex hours, employee discounts, volunteer days, wellness, and other employee offerings

Bayer is committed to fostering, cultivating and preserving a culture of Inclusion and Diversity. We embrace and encourage our employees' differences and believe that our people are our most valuable asset. The collective sum of individual life experiences, knowledge, innovation, self-expression, unique capabilities that our employees invest in their work represents our culture, reputation, and Bayer's values and purpose.

The base salary range for this role is between \$86,000.00 and \$149,000.00. This compensation includes components such as base salary, vacation pay, public holiday pay, potential estimated overtime pay and paid statutory leaves of absence. Additional benefits may include insured benefits such as health care, vision, dental, disability, and contributory retirement savings plans, etc.

This role also provides the opportunity to earn additional performance-based compensation. If performance-based compensation is earned, the total compensation package may provide an opportunity to earn a Total Direct Compensation (TDC) range of \$101,400.00 to \$167,000.00. This TDC would include base salary and may also include items like bonuses (short-term and long-term incentives) and sales incentives. The estimated TDC range estimates performance-based compensation earned at 100% of target; however actual amounts may fluctuate below or above the TDC range based on company and/or individual performance.

This salary range is an estimate and may vary based on factors including, but not limited to, market data and the applicant's skills, prior relevant experience, job-related knowledge, specific degrees and certifications, and other relevant factors.

This role is posted for a vacant position.

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This posting will be available for application until February 22, 2026. Applicants will be reviewed after that time.

All referral candidates must first be submitted via our internal referral system by a current Bayer employee in order to participate in the referral program. Once a Bayer employee has successfully referred you in our system, you will receive an automated email with instructions on how to complete your application.

Location:

Canada : Ontario : Peterborough to Ottawa Corridor.

Division:

Crop Science

Reference Code:

860719

TO APPLY: If your experience and interests fit this profile, please send us your complete application to: <https://jobs.bayer.com/job-invite/860719/>