

Job Title: Customer Solutions Lead (Eastern Ontario)

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.

Customer Solutions Lead (Eastern Ontario)

This opportunity strives to deliver the following outcomes:

- Customers choose Bayer as their preferred provider for their operation
- Team members run their local business to benefit customers and Bayer
- Maximize local business opportunities and customer experience by co-creating short, mid and long-term outcomes with farmers and business partners

This is a permanent, home-based in the Ottawa West to Perth, Ontario, requiring frequent travel within that area.

What you will do:

- Build demand for Bayer-branded products on farms by providing agronomic recommendations and dedicated service, striving for a best-in-class customer experience.
- Support and train certified Bayer retail partners to offer meaningful recommendations to the farmers they serve while also meeting the business objectives of the retail partners.
- Identify and establish relationships with farmers who have not fully experienced Bayer Crop Science products and services.
- Develop and implement a plot program that generates insights for customers and provides opportunities for training, evaluation, and recommendations, with a key focus on corn and soybean crops.
- Provide best practices for using various Bayer crop protection products, including herbicides, fungicides, and seed treatments.
- Leverage digital tools and ongoing agronomic training to confidently build trust with farmers and retail partners.
- Foster an inclusive environment that emphasizes professionalism and safe working practices, ensuring that safety and compliance requirements are met or exceeded within the team.
- Collaborate with a focused business team to build and execute a business plan aimed at maximizing opportunities in a defined market, driving to meet and exceed business P&L targets.

Who you are:

- BSc in Agriculture or related discipline
- Excellent understanding of local crop production, agronomy and familiarity of the Bayer portfolio of seed, crop protection and digital solutions
- Proficient using Excel, Word and Powerpoint
- Flexible mindset and ability to adapt to changing business needs
- Strong interpersonal, team and communication skills – presentation, written, verbal and listening, to maximize results with customers and internal stakeholders
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- Understands key customer needs to develop tailored solutions
- Experience using digital tools to manage, interpret and leverage data
- Excellent problem solving through analytical thinking in complex situations with minimal guidance
- Valid driver's license and ability to operate motor vehicles safely
- Ability to effectively supervise and coach summer students

Desired -

- CCA, CCSC and /or PAg (RTAg) designation
- French English bilingual

What we offer:

- This position provides the use of a company 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.

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.

The base salary range for this role is between \$60,000 and \$129,000. 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 \$66,000 to \$151,400**. 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.

This posting will be available for application until June 2, 2026.

Bayer welcomes and encourages applications from people with disabilities. Candidates participating in our selection process requiring accommodation due to a disability or medical need are encouraged to notify the Bayer representative that they will be meeting with to ensure appropriate arrangements can be made.

Location:

Canada : Ontario : Ottawa

Division:

Crop Science

Reference Code:

856925