

## Genus Job Description

|                  |                                |            |                        |
|------------------|--------------------------------|------------|------------------------|
| Job Title        | Process Improvement Engineer   | Job Family | Research & Development |
| Reports to       | Manufacturing Engineering Lead | Work level | TBD                    |
| Exemption Status | Exempt                         | Pay Grade  | G8                     |

### Summary

Genus plc is a market leader in porcine, dairy, and beef genetics. We are uniquely positioned as a global player with a large investment in dedicated research and development. Food consumption is expected to rise by 60% in the next 20 years. Our challenge is to affordably and sustainably meet that escalating demand while global resources diminish. Our vision is clear: *Pioneering animal genetic improvement to help nourish the world.* We are seeking a Process Improvement Engineer to join the team in pioneering research to transform the global animal protein industry.

**Essential Functions** include the following. Other duties may be assigned. (Include NO more than 10 functions)

Characterize existing manufacturing processes, with the ability to quantify performance.

Maintain a deep understanding of the current production process to realize improvement opportunities.

Estimate the business impact of improvement opportunities, taking input from various stakeholders: Finance, Quality, Engineering, Biology, Manufacturing and Regulatory.

Decompose a problem of high dimensionality to manageable and actionable steps. Realizing knowledge gaps, this role shall independently learn skills necessary and/or leverage external support for project success.

Participate in manufacturability reviews for engineered products, ensuring new tooling and process requirements are developed as required, and suggest modifications to design specifications that improve the efficiency of the manufacturing process; interface with other manufacturing departments to address and resolve engineering issues.

Draft engineering drawings and specifications to effectively communicate requirements, both internally and externally to suppliers.

Manage and build supplier relationships, having a forward looking understanding of what technologies will be needed

### Requirements

|                        |   |
|------------------------|---|
| Travel                 | <ul style="list-style-type: none"> <li>• 5-10%, domestically</li> </ul>   |
| Minimum Qualifications | <ul style="list-style-type: none"> <li>• Bachelor's degree in Mechanical Engineering or related field (Chemical, Biochemical, and/or Manufacturing engineering would be considered)</li> <li>• Minimum of 2 years of experience in a manufacturing environment</li> <li>• Demonstrated use and understanding of the Engineering Design Process</li> <li>• Proven ability to work in a fast-paced environment, within tight deadlines and to re-organize workload to meet shifting business needs</li> </ul> |

|       |  |
|-------|--|
|       | <ul style="list-style-type: none"> <li>Exposure to DMAIC and/or Lean methodology</li> <li>Proficient in mechanical design with computer aided design software</li> <li>Experience in process verification, using statistics to characterize process performance</li> <li>Familiar with engineering drawings, specifications and their interpretations</li> </ul>   |
| Other | <ul style="list-style-type: none"> <li>Self-starter, ability to self-teach skills necessary for success</li> <li>Excellent interpersonal and communication skills</li> <li>Maintain professional verbal and written communications with co-workers, internal and external customers, and vendors at all times</li> <li>Strive to advance your skills and display a willingness to accept future development.</li> <li>Actively participate in Company training opportunities to further develop skills applicable to the department</li> </ul> |

### WORKING CONDITIONS:

Employees in this position are, or can be, exposed to the following:

| Exposure to:                          | None | Some | Frequent | Very Frequent |
|---------------------------------------|------|------|----------|---------------|
| Toxic/Caustic Chemicals               |      | X    |          |               |
| Extreme Conditions (Hot or Cold)      | X    |      |          |               |
| Dust/Fumes/Gases (including asbestos) | X    |      |          |               |
| Moving Mechanical Parts               |      | X    |          |               |
| Potential Electric Shock              | X    |      |          |               |
| High Pitched Noises                   | X    |      |          |               |
| Needles or Other Sharp Objects        | X    |      |          |               |
| Blood or Body Fluid                   | X    |      |          |               |
| Communicable Diseases                 | X    |      |          |               |
| Unprotected Heights                   | X    |      |          |               |
| CRT (Computer) monitor/equipment      |      |      | X        |               |
| Frequent, Repetitive Motions          |      | X    |          |               |
| Confined Spaces                       | X    |      |          |               |

### PHYSICAL CONDITIONS:

Employees in this position are, or can be, required to possess the following physical capabilities.

| Capabilities:   | None | Some | Frequent | Very Frequent |
|---|------|------|----------|---------------|
| Lifting, carrying, pushing and/or pulling up to 30 lbs  |      | X    |          |               |
| Stooping, kneeling and/or crouching daily   |      | X    |          |               |
| Standing or walking more than 4 hours a day   |      |      | X        |               |
| Sitting more than 4 hours a day   |      |      | X        |               |
| Reaching, grasping, fingering and/or feeling more than 2 hours a day  |      | X    |          |               |
| Visual acuity in order to correctly distinguish Near Acuity, Far Acuity, Full field of vision, distinguishing colors & depth perception |      |      |          | X             |

|  |  |  |   |  |
|--|--|--|---|--|
| Audio acuity to discern sounds made by various types of machinery or equipment that would indicate dangerous or improper operation |  |  | X |  |
|--|--|--|---|--|

### Genus Core Behaviours / Competencies

**Customer impact:** builds strong, profitable, sustainable customer relationships, anticipating and exceeding customer expectations to increase demand for services and products in order to build loyalty.

**Managing external environment:** anticipates and responds quickly to environmental changes for the benefit of the business and customers, through strong external networks and deep understanding of the markets.

**Execution Orientation:** Drives to set ever higher standards and achieve results through determination, resilience and commitment. Develops solutions to enhance the service offering and drive continuous improvement.

**Setting Direction:** develops simple, deliverable plans based on pragmatic new thinking, ideas or concepts. Assesses accurately commercial risk and return.

**Change management:** Champions, leads, support or embeds change to improve things. Communicates well and helps others by overcoming barriers.

**Analysis and Decision Making:** Analyses opportunities and problems thoughtfully and thoroughly to make good and timely decisions.

**Team Mobilization:** builds high performing diverse teams, investing resources effectively. Recruits, develops, motivates and retains talent by setting stretching goals and developing capability of self, team and organization.

**Collaboration:** 'One team' approach – gains commitment to strategic vision and goals. Builds and maintains networks and relationships, sharing knowledge and experience, delivering on commitments.

The following are qualities that are the foundations on which Genus team members work:

- Integrity
- Honesty
- A desire to work to make a difference in the communities & countries that we work in
- Delivery on commitments – do what you say you are going to do
- Alignment with the business goals and values

*The above position description is intended to describe the general content, identify the essential functions of, and requirements for the performance of this position. It is not to be construed as an exhaustive statement of duties, responsibilities or requirements.*