Role Profile

Position:	Global Director of Enterprise Systems
Location:	UK
Reporting to:	CIO

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Genus PLC:

Genus is a FTSE 250 company, headquartered in the UK and listed on the London Stock Exchange. With revenues of around $600 million, it has a workforce of approximately 3,000 employees throughout the world. Genus has been one of the best performing stocks on the London Stock Exchange.

Genus is a world-leading animal genetics company. We partner with farmers to transform how we nourish the world – a mission that is important to a sustainable future supported by our core values to be customer-centric, results-driven, pioneering, people-focused and responsible.

Overview:

Genus is seeking a highly skilled IT professional to join the Global IT Leadership Team as the Global Director of Enterprise Systems. Reporting to the CIO, the successful candidate will head up the global teams and be strategic lead in the implementation of our Digital Strategy.

At the core of our Digital Strategy, is our ambition to have consistent best-practices globally for our customer engagement, production, supply chain, finance, procurement and HR processes. We are the global leader in the dairy, beef and pork genetics industry and as we transition to digital in this industry, we aim to be the best at it, so our customers get the same type of experience provided by the world's leading digitally enabled businesses.

We chose Microsoft Dynamics 365, PowerBI and the Azure cloud to provide the technology for this journey and we have already implemented the solution, known as GenusOne for all our businesses in North America. We are now rolling the system out globally across Europe, Asia and Latin America.

The scope of the programme includes both technology and business transformation.

Responsibilities

- Lead a multi-year programme to implement the GenusOne solution in all countries in which Genus operates which include: the UK, China, Brazil, India and Russia and more than 30 other countries.
- Lead a large team of IT and business professionals to ensure they deliver in line with the programme's goals; this team covers secondees from different parts of the business, functional analysts, technical specialists and developers.
- Work with key stakeholders around the world to prepare each country for the implementation.

- Drive cooperation, results orientation and collaboration amongst the team and business users and business stakeholders.
- Provide technical and functional leadership.
- Develop and maintain the programme plan working with project managers, the CIO, peers and other key stakeholders.
- Ensure the programme is resourced as needed to drive the implementation at pace.
- Manage relationships with external vendors who are providing resources and software to the programme.
- Oversee design, configuration and development work across the technical and business process aspects of the programme.
- Oversee the transformation work that is taking place as part of the programme, leveraging the programme's experienced change management and training resources.
- Play a key role working with the CIO to set the IT strategy for Genus.

Accountabilities

- Set and manage the programme budget.
- Set objectives for direct reports and review progress informally throughout the year and formally at the end of the year. Ensure a cascade of objectives to all team members.
- Coach employees and teams to constantly improve performance and outcomes.
- Ensure resources are organised effectively and appropriate methods and approaches are used to deliver successful outcomes and meet the business's needs.
- Lead key meetings within the programme team and with business users and stakeholders, demonstrating a high degree of knowledge about the solution and the business needs.
- Interview and hire new employees, contractors and consultants to meet the programme's needs.

Key Working Relationships

- Directly line manages:
  - Functional Team lead
  - Development Team lead
  - Technical and Data team lead
  - Several business Subject Matter Experts
  - D365 architecture lead

- Programme management responsibility for:
  - Several project managers
  - Change management and training team
  - BI team resources
  - Part-time business Subject matter Experts

Preferred Qualifications/Experience

- Degree-level education.
- Proven experience of leading sizeable systems implementations in large businesses with clear evidence of successful outcomes.
- Proven project management experience.
- Proven business analysis skills.

- Previous experience implementing ERP systems.
- Experience in working on the supply side and the customer side of IT.
- Experience of working in a global business preferred.
- Experience of delivering several significant ERP projects as a management consultant preferred.
- ERP knowledge of production, supply chain and CRM as well as finance and HR preferred.
- Experience of implementing cloud-based systems, ideally in Azure.
- Experience of using ERP to support digital engagement with customers through online and mobile channels.
- Evidence of ability to create strong and effective teams and operate in a multi-disciplinary environment.
- A self-motivated leader and team player.
- Ability to work in a matrix environment.
- Excellent oral and written skills and ability to communicate in an organized and concise manner.
- Available to travel internationally