



1525 River Rd.
Deforest, Wisconsin 53532

POSITION SPECIFICATION

Position	Principle Genome Research Scientist
Company	Genus Plc
Location	Madison, Wisconsin
Reporting Relationship	Gonzalo Rincon, Genome Science Director
Website	https://www.genusplc.com/

COMPANY BACKGROUND/CULTURE

Genus is a global FTSE 250 company, headquartered in the UK and listed on the London Stock Exchange. With revenues of around £500 million, Genus has a presence in over 70 countries, with a global workforce of approximately 3,200 employees. One of the best performing stocks on the London Stock Exchange, the Company's market capitalization is around £2 billion. It is a worldwide leader in porcine and bovine animal genetics, partnering with farmers to transform how we nourish the world – a mission that is important to a sustainable future.

Each generation of animals is selected based on a number of desired traits, including greater health, fertility, productivity or feed efficiency. With superior animal genetics, Genus helps its customers in the dairy, beef and porcine supply chains around the world produce offspring with improved robustness, superior production efficiency and greater sustainability. Genus's vision of *"pioneering animal genetic improvement to help nourish the world"* is supported by its core values to be customer-centric, results-driven, pioneering, people-focused and responsible.

Genus is an agricultural biotechnology pioneer. At the core of its accelerated rates of genetic improvement is a proprietary technology platform. Genus focuses its research and development through four routes, all of which may be applied across species, but currently the Company's focus remains on the bovine and porcine species:

- genomic selection (the analysis of the genome and selection of traits important to commercial producers for sustainable production);
- biosystems engineering (delivering genetics through technology solutions, such as our pioneering sexed semen technology);
- gene editing (precise editing of the genome, in which DNA can be deleted); and,
- advanced reproductive technologies (embryology and related technology).

KEY FACTS:

- **Global position:** 3 primary commercial lines of business and worldwide sales are conducted under “Genus ABS Dairy”, “Genus ABS Beef” (headquartered in Madison, Wisconsin) and “Genus PIC” (porcine genetics, headquartered in Hendersonville, Tennessee), underpinned by a robust R&D technology platform (also headquartered in Madison, Wisconsin)
- **CSR:** Long-term commitment to environmental sustainability with a focus on reducing our carbon footprint, acting on climate change and safeguarding the environment
- **Expert people:** Genus has over 100 PhD qualified employees and relationships with leading research institutions
- **Financial strength:** Genus’s cash generative businesses and strong financial position allows it to invest for the future
- **Proprietary technology:** Genus is a technology leader in its field. The Company harnesses leading genetic and breeding technologies, which it develops in-house and through strategic partnerships
- **Customer relationships:** Genus serves over 50,000 customers globally, including world-leading meat and milk producers
- **Supply chain and distribution:** Genus has production facilities in key locations worldwide, coupled with sales forces and agents in over 80 countries
- **Elite animals:** Genus owns elite porcine and bovine herds, which produce animal proteins more efficiently, with traits farmers value

THE ROLE CONTEXT:

Genus’ R&D is a growing organization with focus on industry-leading science and technology to support customers’ needs across our global business. The Genome Science department develops and applies next generation sequencing, bioinformatics, and computational biology tools to improve decision making, integrate genetic, genomic, and genome biology data to accelerate genetic improvement across our species. Team’s focus is on developing and implementing a strategic vision for the next generation genomics applications in Genus including genome data acquisition, genome data use and integration with phenotypic and ‘omics data to advance implementation of genome science into precision breeding and sustainable animal production.

The Principle Genome Research Scientist will serve as member of the Genomic Science team and work collaboratively with many scientists within global Genus organization.

THE ROLE:

- Participates in all phases of the genomics data lifecycle from experiment conception, pipeline development and execution, and management of data assets to address current and future questions
- Develops research plans and leads implementation through collaborations with matrix teams (across R&D, Product Development, and Commercial organizations)
- Leads internal and external collaborations
- Builds knowledge that advances our understanding of livestock genome and genome biology using data generated internally or acquired externally.
- Evaluates new technologies for their potential to increase Genome Science’s success

- Acts as a catalyst for thinking and understanding of new opportunities in genomic science
- Enjoys working in a collaborative team environment
- Provides support for users and stakeholders to understand the results of the analyses and data inferences
- Works closely with business partners to identify new areas of research and development (across R&D, Product development, and Commercial organizations)

PROFESSIONAL EXPERIENCE/QUALIFICATIONS:

- Advanced Degree (PhD) in Biology, Genomics, Genetics or a related Life Science.
- Knowledge of genetics and 'omics technologies, concepts and applications
- Deep experience of standard NGS bioinformatics toolsets
- Experience in HPC environments and/or cloud computing
- Gene network, microbiome, and multi 'omics experiences are beneficial
- Considerable understanding of the porcine and bovine genetics and animal breeding.
- Experience developing and implementing short and long-term research projects and achieve results
- Proven records of success in relevant field (publications and/or other achievements)
- Strong understanding of business environment and drivers is preferred
- Strong coding skills in appropriate languages for bioinformatics (Perl / python) is a plus.

PERSONAL CHARACTERISTICS:

- Intellectually highly capable, able to understand the business and its drivers
- Resilient leader, remaining determined and innovative in the face of challenge and organizational change
- Demonstrates curiosity and ability to learn new things and apply them in a pragmatic way
- Flexible with job responsibilities and consistently strives to be an effective team member.
- Gains a thorough understanding of the Company's business and the department's role within the company.
- Proven ability to build long-term and positive stakeholder relationships, with excellent interpersonal skills.
- An excellent communicator with functional depth of expertise
- Values driven

Genus's expected capabilities and behaviors:

- **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