



Our foresight. Your inspiration.  
Plant tomorrow's ideas.



## Country Manager (Sales)

KWS Türk is in search of a Country Manager (Sales) to lead their growing and high-achieving sales organization in Türkiye. This role is considered as a key and critical contributor in our organizational expansion and continued success in the Turkish market. We are excited to meet candidates who have growth mindset, thrive in change environments and would like to build up their legacy of success stories in collaboration with a diverse and competent team. This position will be based in Eskişehir Türkiye, to work on a full-time and unlimited contract.

### Essential Duties and Responsibilities:

- Plan and define sales objectives and action plans together with the sales team after analyzing figures and results, taking into consideration deadlines, feedback, skills, market situation incl. financial and economic development, and customers' situation, to be able to achieve national objectives.
- Analyze and understand market situation incl. financial and economic development, to define commercial strategies and action plans for the country in close collaboration with Business Partners for Controlling and Finance.
- Define and follow up the fiscal year sales planning, budget and forecast, together with the Board of Directors of KWS Türk to guarantee success in all topics and issues defined in it.
- Lead the cross-crop sales, marketing and product development teams of KWS Türk.
- Manage and implement marketing policies and activities, together with the product development & marketing teams, taking into consideration sales objectives, campaigns, discounts and offers that could be implemented in the areas, to achieve the objectives of sales and brand awareness.
- Develop and pursue a sustainable and holistic customer relationship management together with the sales and marketing team.
- Ensure that a sustainable team structure is in place for continuous team development, cross-functional collaboration, succession planning, compensation management, and disciplinary matters, working in close collaboration with Business Partner HR, and making sure global policies and procedures are respected.
- Keep up-to-date with headquarter guidelines in all aspects of sales planning, changes in processes or risks in key projects. Report and implement guidelines and frameworks that come from KWS Headquarters and from local authorities.
- Execute the Managing Director role as the legal representative of the company and the representative of the shareholders of the companies together with other Managing Directors of KWS Türk.
- Support local and global process improvement projects.

### Knowledge, Skills and Experience Required:

- Living or willing to relocate in Eskişehir, Türkiye.
- Bachelor's degree in agriculture or business administration fields (higher degrees would be an advantage).
- Minimum 5 years of management experience in global companies, preferably in agriculture sector, leading large and diverse teams in matrix organizations.
- Knowledge of sales contracts and contract management principles.
- Strong financial and business acumen, management know-how in hyper-inflation economies.
- Knowledge of agriculture business, Turkish market & distribution, the seeds sector or fertilizers and crop protection products.
- Fluent in Turkish and English language (verbal and written).
- High level of understanding of the Turkish culture, respecting cultural norms, local laws and legislations, skilled in stakeholder management within change environments.
- Keeping focused under pressure.

### Competencies Required:

- Delivering results
- Communication
- Critical thinking



- Conflict management
- Strategic and ethical awareness
- Leadership
- Negotiation
- Data analytics and reporting
- Change management
- Stakeholder management

We look forward to receiving your online application via our SuccessFactors application system! Please use the "Apply" function in the online application for this purpose.

## KWS Hakkında

KWS, dünyanın önde gelen bitki ıslahı şirketlerinden biridir. 70'ten fazla ülkede 5.000'i aşkın çalışan ile 2022/2023 mali yılında yaklaşık 1,8 milyar Euro net satış gerçekleştirilmiştir. Aile şirketi geleneğinden gelen KWS, 165 yılı aşkın süredir bağımsız olarak faaliyetlerini yürütmektedir. Mısır, şeker pancarı, tahıl, sebze, kolza tohumu ve ayçiçeği için bitki ıslahı, tohum üretimi ve satışına odaklanmaktadır. KWS, bitkilerin hastalıklara, böceklerle ve abiyotik strese karşı direncini geliştirmek ve çiftçiler için rekolteyi sürekli olarak artırmak amacıyla en yeni bitki ıslahı yöntemlerini kullanır. Bu amaçla şirket geçtiğimiz mali yılda araştırma ve geliştirme faaliyetlerine 300 milyon Euro'dan fazla yatırım yapmıştır. Daha fazla bilgi için: [www.kws.com/career](http://www.kws.com/career). Bizi LinkedIn® üzerinde at <https://www.linkedin.com/company/kwsgroup/> adresinden takip edin.

Adaylarımız veri gizliliği beyanımıza [www.kws.com/dataprotection](http://www.kws.com/dataprotection) adresi üzerinden ulaşabilirler. Konuya ilişkin daha detaylı bilgi için lütfen başvurmuş olduğunuz pozisyonun ilan verildiği ülkeyi ve mevcut ise ilgili iş birimini seçiniz.