



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



## Business Excellence Manager (all gender)

Are you ready to drive strategic business transformations? We are actively seeking a visionary Business Excellence Manager to join our Group Strategy team at KWS SAAT SE & Co. KGaA. Operating under the Lead of Organizational Excellence, you will advise senior executives, identifying and implementing high-priority business enablers that stabilize and grow our company. Your expertise will guide the delivery of multifaceted capability programs and shape operations.

The position is permanent and full-time. The place of work can be at our headquarters in Einbeck, Lower Saxony or in the Berlin office of the KWS Group.

### Your tasks - challenge meets responsibility:

- Lead and oversee strategic capability programs worldwide, ensuring adherence to timelines, scope, and budget.
- Establish and maintain "trusted advisor" relationships with C-suite executives, senior leaders, and key stakeholders.
- Specialize in Business Process Management/Intelligence, Lean Management/Continuous Improvement, and Project/Change Management to drive organizational excellence.
- Lead problem-solving and design solutions for critical business challenges, implementing effective solutions across people, process, and technology.
- Create program/project structures with clear ownership to expedite decision-making, align on strategic outcomes, and ensure effective communication.
- Continuously measure change adoption and program success to ensure alignment with business strategy.
- Improve systems, capabilities, and governance in areas like Business Process management/Intelligence (SAP Signavio, Celonis), Lean Management, Continuous Improvement, Portfolio, Program, and Project Management

### Your profile - competence meets personality:

- Proven experience in leading global strategic capability programs at a senior level.
- High proficiency in Business Process Management/Intelligence utilizing advanced tools such as SAP Signavio and Celonis, to drive operational efficiencies and business insights.
- Deep understanding and application of Lean Management principles, coupled with expertise in Continuous Improvement methodologies, to optimize organizational processes.
- Strong problem-solving and solution design skills for complex business challenges.
- Excellent relationship-building skills, serving as a trusted advisor to senior executives.
- Proficiency in creating and managing program/project structures.
- Ability to measure and analyze change adoption and program success.
- Strong communication skills for effective organizational communication.

### You can look forward to this:

- As a family-run company, we live by the values of proximity, reliability, foresight, and independence - a culture that is also lived in practice, e.g. through an open and friendly working atmosphere.
- As a Business Excellence Manager, you will have the opportunity to realize your potential in a diverse range of tasks and contribute to KWS' core business.
- We create the right framework conditions for you: attractive remuneration, 30 days annual leave in accordance with the collective agreement, company pension scheme, excellent work equipment, subsidized canteen, capital-forming benefits, Christmas and vacation bonuses and flexible hybrid working time models.

Shape the future of seed business with us! We look forward to receiving your application via our SuccessFactors application system! Please use the "Apply" function in the online advertisement.

### About KWS

KWS is one of the world's leading plant breeding companies. Over 5,000 employees in more than 70 countries generated net sales of around €1.8 billion in the fiscal year 2022/2023. A company with a tradition of family ownership, KWS has operated independently for 165 years. It focuses on plant breeding and the production and sale of seed for corn, sugar beet, cereals, vegetables, oilseed rape and sunflower. KWS uses leading-edge plant breeding methods to continuously improve yield for farmers and plants' resistance

to diseases, pests, and abiotic stress. To that end, the company invested more than €300 million last fiscal year in research and development. For more information: [www.kws.com/career](http://www.kws.com/career). Follow us on LinkedIn® at <https://linkedin.com/company/kwsgroup/>.

Our data privacy policy for candidates is available on [www.kws.com/dataprotection](http://www.kws.com/dataprotection). Please select the country where the job you applied for is posted in and, if applicable, the specific business unit.