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Plant tomorrow's ideas.



Sales Head of Region Southeast & South Europe & MEA - Rapeseed, Cereals & Special Crops (m/f/d)

Strategic Sales Leader wanted!

Are you ready to drive sales growth and strategic alignment across markets?

We are looking for our new Sales Head of Region Southeast & South Europe (+ Middle East & Africa) for Rapeseed, Cereals & Special Crops (m/w/d) at KWS SAAT SE & CO. KGaA. You will drive our sales business through KWS group sales structures, dealers and licensees, shaping regional sales, marketing and product strategies in line with our overall corporate strategies.

As a member of the Regional Commercial Teams of the regions in scope, you will balance the interests of all crops within the KWS field-crop portfolio with particular responsibility for our rapeseed, cereals & special crops portfolios, ensuring optimal performance of all. As the designated Head of Region (m/f/d) in select countries, you will act as the key liaison between the global interests of all KWS field-crops and the individual country, leading the respective Head of Country and managing the related administrative matters.

You will further be part of the Leadership Team of the Business Unit Cereals to holistically shape the long-term success of our rapeseed, cereals & special crops business activities.

This exciting position is permanent and available full-time.

Your place of work is at one of our key locations in Einbeck or Bergen, Lower Saxony. Key Responsibilities:

- Together with your Head of Region colleagues, lead the regions to achieve the agreed targets for all relevant KWS field crops by designing and implementing robust sales, marketing and product tactics, adapted to local opportunities and capabilities, working closely with the Heads of Country.
- Develop country crop targets for sales, pricing and selling expenses and lead the relevant stakeholders to achieve them. Derive regional demand planning for your Business Unit's crops in close alignment with the production department.
- Drive growth of the regions' overall result with particular responsibility for the performance of your Business Unit's crops. Foster collaboration with all Business Units, putting teamwork and close alignment as a key priority.
- Together with the Business Unit Cereals Global Crop Leads, develop and implement strategies for your Business Unit's crops in your regions, integrating market-specific know-how and aligning ambitions with capacities.
- As Designated Head of Region: Representing the Regional Commercial Team, lead the respective Head of Country, support the development of the local team, manage the related administrative matters in collaboration with KWS Group and Global Functions, participate in company boards.

Profile & Skillset:

- Master's degree or comparable with strong interest in and understanding of agriculture.
- Extensive experience in relevant roles, displaying international sales and leadership experience, understanding of business management and ability to drive sales results.
- Affinity for leading change with experience in international change procedures incl. experience in working in matrix organizations.
- Strong interpersonal skills, ability to manage external and internal stakeholders, fostering communication and conflict resolution in diverse cultural settings.
- Ability to envision the big picture and translate it into actionable strategies, demonstrating a strategic mindset to drive meaningful outcomes.
- Entrepreneurial mind with a high sense of accountability and maintaining a high motivation to meet and exceed goals.
- Empowering leadership style, fostering a culture of continuous development within teams.
- Excellent command of English, additional language skills are an asset.

Our Offer:

- An exceptionally interesting and varied job in an international environment with the opportunity to contribute innovative ideas
- Working in an international, highly motivated and dynamic team with flat hierarchies
- Flexible working hours with the possibility of mobile working (hybrid) and a high level of travel
- As a family-run company, we live by the values of team spirit, closeness and trust, independence and vision - a culture that is also lived in practice
- According to our motto: "Make Yourself Grow!" we promote individual professional and personal development.
- As a basis, we offer excellent work equipment (high-quality, ergonomic workstations, several monitors, air conditioning) and sufficient free parking spaces at the location.

- We also create the appropriate framework conditions: capital-forming benefits, Christmas and vacation pay, childcare allowance, company bicycle

Join Our Team: if you're ready to take your career to the next level and have a tangible impact on the world of agriculture, we invite you to join us as Sales Head of Region Southeast & South Europe (+ Middle East & Africa) for Rapeseed, Cereals & Special Crops (m/w/d). Embrace the opportunity to lead, innovate, and shape the future with us.

About KWS

KWS is one of the world's leading plant breeding companies. Nearly 5,000 employees in more than 70 countries generated net sales of around €1.68 billion in the fiscal year 2023/2024. A company with a tradition of family ownership, KWS has operated independently for almost 170 years. It focuses on plant breeding and the production and sale of seed for sugarbeet, corn, 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. Follow us on LinkedIn® at <https://linkedin.com/company/kwsgroup/>.

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