



COMPANY OVERVIEW:

Valent U.S.A. LLC is a leading crop protection company serving the agricultural and noncrop products markets, as part of Sumitomo Chemical Corporation. Headquartered in San Ramon, California, Valent U.S.A. LLC develops and markets products in the United States, Canada and Mexico that advance sustainable agriculture, protect crops, enhance crop yields, improve food quality, beautify the environment and safeguard public health.

Valent USA's vision is to lead North American agricultural markets in sustainable production practices and be the trusted partner of choice for our customers by integrating biorational, botanical and conventional chemistry innovation, scientific advances, value-added services and expertise.

Their purpose is to advance safe and abundant food, fiber and fuel through sustainable practices and innovative solutions that benefit agriculture, the environment and society.

Valent cultivates and leverages a diverse and inclusive team to serve the North American agriculture industry, guided by science and integrity and in harmony with our customers, alliance partners and communities. With a commitment to sustainability, Valent partners with customers and stakeholders to enhance their prosperity through Valent and Sumitomo Chemical's long-standing commitment to continuous innovation and sustainability:

Valent Sustainable Solutions contributes to the three pillars of people, planet, and productivity by delivering world-class products and services that promote soil health and provide nutritious and affordable food today and for future generations.

Valent's culture of sustainability provides safe, compliant, and efficient facilities and workplaces that help protect our employees and our environment.

POSITION FUNCTION:

The Senior Director of Supply Chain will be reporting to the CEO will manage, direct, develop and implement long-term supply chain strategies and networks that address capacity issues, production location decisions, etc. in support of existing and new business growth.

The individual will support business execution of new programs and initiatives that include promotional activities, forecast and coordination for key events, new product launches, and production network redesigns. Monitors key performance indicators, analyzes cost-to-serve



performance data, and coordinates cross-functional work teams to increase effectiveness of supply chain initiatives.

This individual is expected to be a strategic, commercial-oriented thinker who demonstrates initiative and resourcefulness in problem solving, is collaborative and team-oriented and is comfortable in a fast-paced environment. This individual will mission driven and a strong people leader.

PRIMARY ROLE:

- Responsible for the strategic plans related to product sourcing and manufacturing inclusive of new business models, capital investment, and securing line times to provide quality products in a cost-effective manner.
- Develop and provide all facility requirements and manufacturing specification to the third party tollers to assure compliance to Valent standards and government regulations through team audits and department oversight.
- Partner with finance to develop cost standards and capital investment needs used in the budget process based on product bill of materials while evaluating ways to reduce costs and enhance quality.
- Partner with the formulations, marketing, and field technology teams to advise on product life cycle management decisions inclusive for formulation changes, product launches, product improvements, and cost reduction opportunities.
- Responsible for the purchases of all raw materials and packaging including hazardous materials while adhering to Valent policy and federal laws including trade/import requirements and EPA regulations.
- Manage the annual operating expenses and capital budgets for the supply chain team.
- Recruit, develop, and retain top talent in the supply chain organization to advance the strategic thinking and operational excellence of the team.

INTERFACES:

The Senior Director of Supply Chain directly report to the CEO and is a part of the Strategic Leadership Team. Will interface with Senior Leadership team, Finance, Planning, Integrated Business Planning and external business partners.



CORE COMPETENCIES:

1) **Impactful Communication/Leadership:** The ability to communicate effectively with cross-functional teams, both verbally and in writing. A demonstrated record of influencing across the organization is required, both through direct and indirect leadership.

2) **Education Credentials:** MBA in business administration, agricultural related science or equivalent with 15+ years of related experience.

3) **Cultural Fit:** The right candidate will be humble in nature and have the highest degree of integrity. This person will have an extreme bias for action in order to identify and drive organizational and cultural changes; strategically adapting to changing market demands, technology, and internal initiatives. This person will impact results by catalyzing new approaches to transforming organizational culture, systems, or products/services.

QUALIFICATIONS:

The candidate will need to be a self-motivated, high-energy individual who can easily function in a high demand, performance-driven environment. This professional must demonstrate strong leadership skills, best demonstrated by the individual's ability to gain credibility with team members and senior management.

The successful candidate will:

- Master's degree/MBA or equivalent
- 15+ years of related experience in supply chain operations or manufacturing
- Proven track record of team leadership and delivering results
- Working knowledge of the ag industry, EPA requirements, and other industry regulations
- Strategic Analysis, Marketing principles, business planning & organization, problem solving, forecasting, persuasion, negotiation, communication, creativity, financial, teamwork, leadership, computer skills.
- Excellent time management and organization skills.
- Be modest in nature, recognizing the accomplishments of the team before the individual
- Be highly motivated and possess vision and enthusiasm
- Communicate in an open and honest way that quickly builds trust and respect
- Possess an entrepreneurial spirit

COMPENSATION:

- Base compensation
- Bonus: Target is 43%



BRE STAFFING, LLC

- Full benefits including health, dental vision, flexible spending accounts
- Short and long term disability
- 401k plan with match of 5% plus
- Executive Retirement plan

BRE-STAFFING, LLC TEAM:

BRE-STAFFING, LLC.

Edris Safi
Senior Partner
Office: (925) 586-8793
Email: edrissafi@bre-staffing.com

Bo Ku
Senior Partner
Office: (650) 430-6210
Email: boku@bre-staffing.com