

MILLAR CAMERON

CHIEF SCIENTIFIC OFFICER  
*VERDANT BIOSCIENCE-*  
*INDONESIA*

PEOPLE . PASSION . PERSISTENCE







CHIEF SCIENTIFIC OFFICER *VERDANT BIOSCIENCE*

## ABOUT *VERDANT BIOSCIENCE*

Verdant Bioscience was established to significantly increase oil palm yield / ha. This is the single most advantageous sustainability criterion available to the global oil palm industry, and there is a clear physiological opportunity to significantly improve yield. In order to meet higher world-wide demand for vegetable oils, and particularly for oil palm, higher yields will take the pressure off the need for further deforestation and biodiversity destruction, reduce green-house gas emissions and increase food supply for the world's hungry. Verdant pursues

these ethical and very significant sustainability goals, as well as clear commercial objectives.

The core activities of the company are plant breeding, biotechnology, agronomy, and crop protection.

Verdant is a joint venture company, headquartered in Singapore and operating in North Sumatra, Indonesia. Its largest shareholders are two long-established, publicly listed Belgium corporates (Ackermans & van Haaren and SIPEF) together with a fully

sustainable, publicly listed Indonesian plantation company (DSNG) who share the same long term view as the company founders, who are also shareholders. This is to realise significant benefits from tropical perennial crops through the persistent application of relevant science, which is Verdant's ultimate purpose.

Subject to scientific progress and profitability, Verdant's ambition is to have an impact and presence across the global oil palm industry, and also other perennial tropical crop sectors.





CHIEF SCIENTIFIC OFFICER VERDANT BIOSCIENCE

THE LOCATION

# NORTH SUMATRA, 1 HOUR FROM MEDAN CITY, INDONESIA

*Indonesia is a fascinating and safe country. Verdant Bioscience's operations are conducted at the Verdant Plantation Science Centre, which sits in a landscaped location at the heart of Verdant's 1,000 ha plantation. The site is close to Medan city, a multicultural and vibrant provincial capital, and very close to a modern international airport, 50 minutes from Kuala Lumpur or an hour from Singapore.*



A woman wearing a light blue lab coat and a matching hairnet is working in a laboratory. She is standing in front of tall white shelving units that are filled with numerous small, clear plastic containers. Each container holds a green plant sample, likely a rice seedling, submerged in liquid. The shelves are organized with red and blue plastic dividers. Labels like 'AD 3' and 'AD 4' are visible on the shelving units. The woman is looking down at a container she is holding, and her expression is focused.

CHIEF SCIENTIFIC OFFICER VERDANT BIOSCIENCE

THE ROLE: CHIEF SCIENTIFIC OFFICER

## MAIN RESPONSIBILITIES:

Verdant Bioscience is looking for a Chief Scientific Officer (CSO) to primarily lead all breeding activities, including genomics, cytology and tissue culture. Ideally the CSO will also oversee agronomy, crop protection and geographic information systems (GIS) programmes.

Although it is evident that this is a science, research focused role, there is a clear requirement for leadership competence, in order to further develop a team of highly skilled, local and international scientists. The current team consists of 15 graduate/post-graduate direct reports and over 100 field workers,

working across five laboratories and very many multi-location field trials.



CHIEF SCIENTIFIC OFFICER  
VERDANT BIOSCIENCE

TITLE:  
CHIEF SCIENTIFIC OFFICER

LOCATION:  
NORTH SUMATRA, INDONESIA

SALARY:  
ATTRACTIVE SALARY (DEPENDENT  
ON SKILLS AND EXPERIENCE)

**BENEFITS:**

- BONUS ELIGIBILITY
- HOUSING
- TRANSPORT
- ANNUAL FLIGHT HOME (AND FOR FAMILY, IF APPLICABLE)
- CONTRIBUTION TOWARDS EDUCATION OF CHILDREN UP TO AGE 18 (IF APPLICABLE)
- MEDICAL INSURANCE

THE ROLE: CHIEF SCIENTIFIC OFFICER

## DIMENSIONS OF THE ROLE:

*The position embraces:*

- Working with other members of the leadership team to shape, develop and implement the scientific strategies of the business
- Developing a culture of continuous improvement across the team and the breeding programmes
- Ensuring the genetic quality of the company's commercial seed is improved and regularly reviewed
- Assuming total responsibility and accountability for breeding and other scientific activities
- Leading the analysis and interpretation of the results of field trial programmes (particularly agronomy & crop protection). The conclusions of the trials must lead to either improvements of the services which are provided to company clients or result in the further development of standard plantation operating procedures
- Developing and verifying the company's scientific procedures and ensuring they are compliant with the ISO9001 Quality Management System standards
- Developing and managing the annual science strategy review and the resultant budget, and articulating the value of different approaches with risks recognised

*There is the clear opportunity for career progression, as an applicant who shows the right skills and ability could, in time, become a candidate to be a future Managing Director of the business.*

# HOW TO APPLY

*To apply for this role, please ensure that you have the following qualifications and experience:*

- A relevant post graduate degree in the field of agriculture, agronomy, plant science or a related subject
- Solid plant breeding experience in a commercial environment
- Managerial experience, allowing the candidate to develop the team and achieve optimal results
- Tropical agriculture experience, ideally within perennial crops. However, annual crop experience will be considered
- A demonstrably clear record in assuming ownership and accountability for a team, and the results it delivers
- A level of financial acuity
- Cultural awareness and a high level of emotional intelligence
- Strong verbal and written communication abilities in English
- A willingness to learn Bahasa Indonesia, the local language

*Please send your CV and contact details to Conor O'Callaghan or Silvia Tikani who will contact you to discuss your application in more detail.*



*Contact: Conor O'Callaghan*

Tel: +44 1865 657 060

Email: [conor@millarcameron.com](mailto:conor@millarcameron.com)



*Contact: Silvia Tikani*

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WHO ARE MILLAR CAMERON

# FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

## A SEAMLESS JOURNEY

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*Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.*

*Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.*

*We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.*

*Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.*



A close-up photograph of a scientist in a white lab coat and blue gloves, using a pipette to transfer liquid into small vials. The background is slightly blurred, showing other lab equipment and another person in a lab coat.

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*OXFORD*

*LONDON*

*NAIROBI*