

MILLAR CAMERON

**BUSINESS DEVELOPMENT
MANAGER – ZAMBIA**
ADVANTA SEEDS

PEOPLE · PASSION · PERSISTENCE

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ADVANTA SEEDS

ABOUT ***ADVANTA SEEDS***

Advanta Seeds is a plant genetics Company with a global presence across Asia, Africa, Australia, South America, North America and Europe. Advanta is a subsidiary of the Indian Multinational Agrochemical giant, UPL Limited (5th largest Agribusiness company in the world), a U.S Dollar 5 billion conglomerate. Advanta is a global leader in Sorghum (Grain, Forage and Sweet) and has regional leadership positions in hybrid Sunflower, Canola, Rice, Sweet Corn, fodder crops and vegetables.

At the core of its heart, Advanta still believes that its purpose is to deliver value to the farmers and help them increase their yields. Advanta is a unique place where modern science co-exists with traditional values. Advanta has a strong network of technological collaborations and has an outstanding platform in terms of its market share in key crops and its proprietary products and expertise.

With a Global footprint in more than 80 countries we are proud to say that we are a local company. In Africa, Advanta is present in over 30 countries at different stages of its evolution, be it testing and registration of its products or commercially selling the seeds to the satisfaction of the farmers.

MAIN RESPONSIBILITIES:

- *Research, prepare and execute a sales plan focused on delivering new and recurring revenue for both field crops and vegetable crops through partnerships with agro-input companies and the public and private sector in the geographies of Zambia and the neighbouring countries*
- *Develop and manage the distribution channels for Advanta products in the geographies leveraging strengths of UPL/Arysta in the region*
- *Work closely with the TD team in the registration of Advanta products in line with the regulatory requirements of Zambia and the anchor countries*
- *Think strategically about which accounts to target and come up with creative solutions to get customers to engage. You are expected to qualify opportunities, know which deals to work on, and which ones to pass on*
- *Be an outstanding external spokesperson for the company, its values and products. You will have the authority to prepare as well as negotiate commercial proposals*
- *Generate new business by leveraging existing relationships and building new relationships across private and public sectors, NGOs, Government, Commercial and SHF. Provide market feedback as well as analyze data to aid in decision making*

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TITLE:
BUSINESS DEVELOPMENT
MANAGER

REPORTING TO:
SUB-REGIONAL HEAD MEA

LOCATION:
ZAMBIA

TRAVEL:
TRAVEL UP TO 50%



DIMENSIONS OF THE ROLE:

1. Regional Agricultural Business Expertise:

The role demands over a decade of experience in business or sales within the agriculture sector, with a focus on the East & Central Africa region, ensuring deep knowledge of local markets and industry challenges.

2. Seed Industry and Distribution Development:

Expertise in the seed industry is essential, including a proven ability to establish and significantly scale distribution networks from the ground up, driving business growth.

3. Government and Executive Relations:

The role involves frequent interaction with government officials at all levels, as well as C-suite executives, requiring advanced communication skills and an understanding of governmental and corporate structures.

4. Rural Agricultural Engagement:

Practical experience working in rural agricultural environments is key, with a strong ability to foster relationships across diverse sectors and disciplines, contributing to community engagement and sustainable development.

5. Sales Performance Management:

This role requires comfort working within a target-driven environment, managing sales goals and driving performance to meet or exceed expectations.

HOW TO APPLY

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

- A minimum of 10 years of experience in business or sales within the agriculture sector, with a strong preference for experience in the East and Central Africa region
- In-depth knowledge of the seed industry is essential
- Bachelor's degree in a relevant field is required; a Master's degree is advantageous
- Proven track record in establishing and significantly expanding a distribution network from the ground up
- Demonstrated ability to engage with C-suite executives, showcasing exceptional communication, presentation, integrity, and professionalism
- Experience working with government officials at various levels and effectively navigating government structures
- Significant experience in rural agricultural settings, with a strong ability to build cross-sector relationships
- Comfortable working in a target-driven sales environment

Please send your CV and contact details to Rainer Middii who will contact you to discuss your application in more detail.



Contact: Rainer Middii

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Phone: +254 20 5038444



WHO ARE MILLAR CAMERON

FINDING THE PEOPLE WHO MAKE THE DIFFERENCE

A SEAMLESS JOURNEY

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.

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OXFORD

LONDON

NAIROBI

JOHANNESBURG

CAPE TOWN