



General Manager (GM), Yixing, Jiangsu Province

For Jiangsu E Agriculture Science and Technology Co., Ltd.

江苏澳叶农业科技有限公司

Position Details

Reporting to: Chairman and Board of Directors

Salary: Attractive package of payment, commensurate with experience

Hours: This is a full time position. Whilst minimum expected hours are 40 hours per week, this is the most senior executive position in the Company and the incumbent is expected to work extra hours as reasonably necessary to fulfil the tasks.

Location: The position is based at Yixing. The duties require travel locally in China and potentially overseas.

General Description

The GM has ultimate management responsibility for the operation and performance of the YIXING JV. The GM reports directly to the Board of Directors.

Key Accountabilities

1. Interface with the Board

The Board relies heavily on the GM for information and advice concerning the business. The GM must routinely:

- Advise the Board on company status and position, notifying them of all significant issues relating to the site and JV
- Provide written reports to the Board on the weekly/monthly performance of the JV operations.
- Provide an effective interface between Board and employees
- Manage the overall governance of the JV in line with the Joint Venture Agreement
- Formulate policies and planning recommendations to the Board
- Prepare business plans and budgets for Board approval

2. Strategy



Work with the Board to develop the JV Company's strategic plans to achieve growth in revenue, profit, and shareholder return. Starting as a greenfield site, the GM will need to put in place the building blocks to develop a highly-functional, efficient site.

Developing the implementation plans and associated budgets to deliver the Company's strategic plans for Board approval.

3. Operations

Managing the daily operations of the Company to meet or exceed agreed goals. This responsibility includes, but is not limited to:

- Managing day-to-day operations at the Yixing JV site
- Operating and optimization of the E Agri growing systems technology
- Ensuring consistent production of high-quality, safe products
- Sales and marketing of the JV product in Jiangsu and neighboring provinces
- Positioning the products from the Yixing JV facility as superior, high-quality, safe product (grown in a controlled environment free of pollutants)
- Develop and execute staged expansion plans for the site
- Showcase the E Agri growing systems in the local Chinese environment
- Management of human resources of the organization
- Management of relationships and co-ordination of contractors
- Legal responsibility for all matters relating to the JV operations including protecting the Intellectual Property of the E Agri growing systems
- P&L & cash-flow responsibility
- Budgets and forecasting

4. External Relations

The GM is the primary face of the Company. This responsibility includes representing the Company to employees, shareholders, customers, government, the community and any other stakeholders in Yixing JV.

These interactions must reflect the culture and values of Yixing JV.

5. Company Culture and People Management

The GM leads the culture of the organisation. This culture must reflect the JV Company's key principles:

- Safe work environment
- High quality, clean vegetable production
- Reliable and consistent operations
- Drive for continuous improvement, technological advancement
- Meet local customer preferences for premium, high-quality, safe product
- Strong internal support systems
- High quality people
- Alignment with our shareholders

The GM must also drive the Company's Code of Business Ethics and enforce the core values:

- Safe workplace
- Be socially responsible
- Be environmentally sustainable
- Contribute to community
- Act with integrity and honesty

The GM is responsible for appointing managers and senior staff, setting appropriate remuneration structures and KPIs, monitoring and assessing performance, taking disciplinary action when needed, and generally ensuring the Company is suitably resourced to perform its tasks.

Experience and Qualifications

Essential experience and/or qualifications

- Successfully occupied an executive position
- Be able to communicate effectively in Mandarin and English (written and oral)
- Relevant tertiary education
- Experience running a high-tech, advanced facility and operations
- Knowledge of relevant distribution channels for Yixing JV's products
- Knowledge of Agriculture retail and wholesale sector in China

Desirable experience and/or qualifications

- Experience in developing new greenfield business and executing major expansion projects
- Experience in a large-scale horticultural facility/businesses
- Experience in implementing and optimizing farm technology systems
- Experience and contacts in Jiangsu Province, China
- Experience managing small teams to deliver outstanding results



- Experience of operating with major multinational corporations and government organizations

Personal qualities & behavioural traits

The GM will possess appropriate tertiary qualifications and have relevant experience in the horticultural industry, preferably involving growing and selling produce and managing expansion of operations and infrastructure. The GM will need to have experience with implementing advance technology and continuous improvement.

The GM will be required to implement strong processes within the operating facility to ensure recognition of the premium product. These include processes for food safety and traceability, key growing inputs, packaging and will be required to satisfy customer and regulator audits and other requirements.

Operating at a strategic level, the GM will have demonstrated expertise in communicating, promoting, negotiating and liaising at a senior level.

The person will have demonstrable high level interpersonal skills at managing an organisation ethically and to a very high standard, involving staff with diverse backgrounds (culturally and professionally).

Experience with China and other cultures.

Critical personal qualities include:

- Integrity and trust
- Strategic thinking
- Drive for results
- Business acumen
- Customer focus
- Building effective teams
- Excellent communication skills
- Cross-cultural agility
- Hard working

How to Apply:

Send your English CV to hr@nihaoglobal.com and state the position that you are applying for at the headline.

If you have any questions regarding this position, please contact us at hr@nihaoglobal.com or +86(0)10 5960 5289.