



Be an  
inspiration.  
Be Bayer

At Bayer we're visionaries, driven to solve the world's toughest challenges and striving for a world where 'Health for all, Hunger for none' is no longer a dream, but a real possibility. We're doing it with energy, curiosity, and sheer dedication, always learning from unique perspectives of those around us, expanding our thinking, growing our capabilities, and redefining 'impossible'. There are so many reasons to join us. But if you're hungry to build a varied and meaningful career in a community of brilliant and diverse minds to make a real difference, there's only one choice.

## 2X Crop Protection Sales Rep (Free State and Eastern Free State) (JO-2406-1019)

### Role Purpose

- // Maximize the value of our business and ensure realization of our commercial strategy in line with relevant KPI's in cooperation with our CP channel partners and farmers.
- // Drive business growth for our CP products and create demand for our Digital Farming offering.

### Key Responsibilities and Tasks

- // To actively shape the area strategy from a sales and customer point of view with the territory sales manager and other relevant functions.
- // To define and implement a differentiating area sales strategy fully consistent with country / marketing / customer strategy.
- // To optimize use of commercial policies (Market funding) and channel partner/ agent programs.
- // To build relationships and shape his or her channel partners, exceeding the relevant benchmarks in customer satisfaction. To develop capabilities of his or her channel partners according to requirements of future Go to Market strategy, benchmarks, customer satisfaction expectations.
- // To develop and implement an ambitious and consistent sales plan in line with country objectives as well as legal and compliance rules and obligations.
- // To ensure delivery of forecasted results according to sales plan utilizing superior operative sales planning,

- forecasting, and monitoring (incl. price and product flow) mechanisms and KPIs and taking timely and matching corrective actions in case of deviations from plan.
- // To closely follow up, actively share with corresponding functions, esp. marketing, and dynamically respond to opportunities, issues, market changes incl. competitor moves, adjusting tactics as required.
- // Ensure implementation of corporate guidelines and compliance policies

### Experience, Skills and Qualifications

- // Bachelor's degree in agriculture and/or business administration or equivalent years of experience.
- // Solid Agricultural knowledge and understanding of local market environment.
- // Track record in leadership positions and crop protection sales.
- // Previous operational experience in customer facing positions.
- // Demonstrate Bayer core competencies: Customer Focus, Drives Results, Values Differences, Manages Complexity, Collaboration, and Instills Trust.
- // Ability to collaborate/communicate with and develop internal and external partnerships.
- // Ability to work well across both commercial and smallholder farmer markets.
- // Good Microsoft Skills (Excel / PowerPoint / Word) a prerequisite.

// Highly motivated, creative, dynamic, and well organized.

**Be a part of something bigger:**

Link to apply: [Bayer Careers](#)

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**Advertising Period:**  
01 July – 15 July 2024

**Position grade:**  
VS1.2

**Employment type:**  
Permanent

**Location:**  
South Africa (Free State, Eastern Free State)

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////////// Health for All, Hunger for None.

Bayer welcomes applications from all individuals, regardless of race, national origin, gender, age, physical characteristics, social origin, disability, union membership, religion, family status, pregnancy, sexual orientation, gender identity, gender expression or any unlawful criterion under applicable law. We are committed to treating all applicants fairly and avoiding discrimination.

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