

Genetics Lab Director | Indiana Crop Improvement Association | Lafayette, IN

Indiana Crop Improvement Association ([ICIA](#)) has been an industry leader in seed certification, seed quality testing, genetic testing, and research for more than 120 years. ICIA is a non-profit, self-supporting agency that exists to provide services to member customers in the seed, grain, food, and related industries. At ICIA, uncompromised quality and customer service are our top priorities. We offer our employees premium health, life and long-term disability insurances, generous retirement matching contribution, paid vacation, and sick leave allowances.

JOB SUMMARY

The Genetics Lab Director reports to the CSO and collaborates closely with ICIA senior management team, ICIA member customers, and is accountable for all Genetics Lab services. The successful candidate will develop the operations strategy for the Genetics Lab and ensure alignment with the corporate strategy. This person is passionate about agriculture with expertise in molecular biology or genetics, and have significant prior experience in operation management and business development. The successful candidate will ensure that all testing standards and compliance requirements are met through efficient workflows and safe execution. This Genetics Lab Director supervises and develops all Genetics Lab staff and has excellent communication and people leadership skills. This person is driven to provide exceptional customer service and support to ICIA member companies. This is a full-time, exempt position.

DUTIES & RESPONSIBILITIES

- Collaborate with company executives to develop strategies for a growing ICIA Genetics Lab
- Develop and maintain key customer relationships ensuring their success through partnership with ICIA
- Collaborate with ICIA marketing and other leaders to identify new opportunities and develop business cases for ICIA Executive and Board approval
- Identify new trends/technologies in genetic testing to add to ICIA's testing portfolio if appropriate
- Plan and manage the Genetics Lab operating budget and profitability to achieve the financial objectives
- Provide administrative leadership to all Genetics Lab staff and responsible for performance review, recruiting and hiring, and ensuring lab staff training are up to date
- Responsible for the improvement of Genetics Lab safety through hazards analyses, root cause investigation, and awareness training
- Work closely with Genetics Lab Supervisor and Specialist to provide oversight for all Genetics Lab activities (improvement pipeline, industrial hygiene and safety, compliance and accreditation, supplies inventory etc.) to ensure smooth operations
- Instill a continuous improvement culture in the Genetics lab with data driven performance metrics
- Understand customer data, identify trends and potential issues, and proactively communicate findings
- Responsible for achieving Genetics Lab quality objectives outlined in ICIA ISO quality manual and lead/assist in customer, internal and external ISO audits

- Contribute to R&D project ideation, method development and ensure smooth transition between R&D and Genetics Lab Operations
- Interact closely with Seed Lab and Field Program directors to ensure proper resource allocation and to enhance collaboration and synergy among the three main areas of ICIA business
- Build a strong network in the ag/seed industry and academia, and represent ICIA at relevant conferences
- Assist with other functions as determined by company executives

QUALIFICATION AND REQUIREMENTS

- A master's degree in relevant fields with at least 5 years of experience or a bachelor's degree in relevant fields with 10 plus years of experience
- At least 5 years of previous people supervising experience and the ability to lead a group of staff with diverse backgrounds
- Previous lab operation and business development experience with budgeting and forecasting
- Effective verbal and written communication with internal and external stakeholders
- An advocate of continuous improvement culture
- Previous customer facing experience with high level of professionalism and the ability to act in a helpful, pleasant manner
- A positive attitude toward work which includes flexibility, initiative, collaboration, and willingness to get the job done
- Knowledge of ISO certification is preferred but not a requirement at the time of hire. However, you are expected to develop them through training on the job
- Must be a US Citizen or Permanent Resident

Interested candidates should submit their resume to HR@indianacrop.org