

SePRO CORPORATION JOB DESCRIPTION

Job Title: Aquatic Technology Development Scientist
Department Name: Research
Location: Eastern North Carolina or Central Indiana (Carmel home office)
Supervisor Title: Senior Aquatic Technology Leader

JOB SUMMARY

Under the direction and periodic review of the Senior Aquatic Technology Leader in cooperation with SePRO's technical sales leaders, the *Aquatic Technology Development Scientist* is responsible for research, development, and technical support of SePRO products and product concepts in selected U.S. geographies and markets. It is anticipated the position will focus more on Eastern U.S. technical development. However, national engagement at some level is anticipated and the final geographic focus may be influenced by the background and experience of the successful candidate.

The position has three main responsibilities:

- a) Lead aquatic solution research and development for select U.S. markets and coordinate activities with SePRO's other R&D personnel to maximize development opportunities;
- b) Lead company interactions with federal, state, and university research scientists in specific US geographies to study, validate, and refine new use patterns for aquatic invasive weed and other aquatic resource management solutions; and
- c) Provide technical support and project management to the U.S. Technical Specialist team (exact regional responsibility to be determined but Eastern US is anticipated) with a focus on aquatic invasive weed management. Support of harmful algae bloom, water quality improvement, and other water resource management is also anticipated.

PRIMARY RESPONSIBILITIES

- 1) **Lead aquatic solution research and development for select U.S. markets and coordinate activities with SePRO's other R&D personnel to maximize development opportunities.** This person will interact regularly with the SePRO research, marketing, and sales teams to develop strategic initiatives for select U.S. markets. This position is responsible for developing SePRO's existing products and new concepts that are focused on the unmet needs and market opportunities in the target geography, which is anticipated to focus on the Eastern U.S. Specifically, focus markets include invasive aquatic plant and water quality management programs in multiple U.S. states as well as the private aquatic applicator and lake manager market in that geography. This will involve designing and conducting studies to address technical questions, developing lab or field studies to support application of products, and working with field personnel to generate data to optimize use directions/efficacy. It is expected that protocols will be developed and some sent to the SePRO Research and Technology Campus (SRTC) for implementation if the candidate is not ultimately stationed at the NC campus.
- 2) **Lead company interactions with federal, state, and university research scientists in specific U.S. geographies to study, validate, and refine new use patterns for aquatic invasive weed and other aquatic resource management solutions.** This position will be the main point of contact for University and government researchers in the target geography and will be responsible for placing research with different cooperators and working with Extension personnel.
- 3) **Provide technical support and project management to the U.S. Technical Specialist team (exact regional responsibility to be determined but Eastern US is anticipated) with a focus on aquatic invasive weed management. Support of harmful algae bloom, water quality improvement, and other water resource management is also anticipated.** Specifically, provide support for making technical recommendations for weed, problem algae and water quality mitigation in ponds, lakes, reservoirs, and other water bodies, and providing overall technical support to large government programs engaged in these efforts. Advise specialists on weed control recommendations and report generation is expected to be part of role to document results and expand market opportunities. Interaction is expected with SePRO Technical Specialists, key private applicators/consultants as well as with state and regulatory agencies. A fair amount of time will be spent traveling with Technical Specialists and working with government agencies or

permitting authorities to address technical issues pertaining to the use of SePRO products. Project management of select U.S. opportunities/accounts where SePRO is lead contractor or a major partner will be required.

The *Aquatic Technology Development Scientist* is expected to travel predominately in the Eastern US to support research and sales activities, and there will be some national travel. Overall, overnight travel is expected approximately 35% of the time. It is expected that trials will be established in the field, with research cooperators, and at the SRTC, and presentations will be made at scientific and professional society meetings to highlight ongoing development activities at national and regional meetings. This position will coordinate activities with the Senior Aquatic Technology Leader and the US Regional Sales Managers.

KNOW-HOW

Technical and Functional Knowledge/Skill Abilities — A Ph.D. in a scientific discipline related to Aquatic Ecology, Limnology, or Weed Science, and experience with applied research related to invasive aquatic weed management is preferred. Experienced M.S. individuals will be considered. Research experience relevant to other aquatic resource management including identification and control of harmful and nuisance algae and water quality improvement including nutrient inactivation is desirable. Applicant should have good computer skills, including proficiency in MS Office suite, SigmaPlot or other graphics/statistics software, and other related programs. Experience with GIS and field research methods will be valued in a successful candidate. Personal characteristics of initiative, drive, organization, and attention to detail are important. Candidate must possess excellent verbal, written and listening skills to manage technical issues pertaining to technical recommendations, and have the ability to manage changing priorities and multiple projects at one time. The desirable individual is innovative and able to work within a budget.

Human Relations — The position requires good communication skills as there is continuous interaction with marketing/sales personnel, research cooperators, and within the R&D department. The ability to communicate with pesticide applicators, end-users, and regulatory personnel and maintain excellent professional relationships are equally important. Therefore, good interpersonal skills of both written and oral communication are desired. Additionally, due to the workload required and the relatively small numbers of people involved, the position requires flexibility in thinking and action to accomplish given tasks and goals.

PROBLEM-SOLVING

Natures of thinking — Problems are generally technical in nature. Technical problems are largely non-repetitive and usually urgent and business imperative.

ACCOUNTABILITY

Freedom to Act — Research and Development strategies are agreed upon at the SePRO Management Level with input from others within the organization. The work needed to implement these strategies and other R&D responsibilities is carried out with minimal, but routine consultation with supervision. Freedom to set workload and time requirements are permissible with agreed upon permission by supervision, but must meet project goal timeframes.

Impact — Results are measurable in meeting timelines and resultant impact on meeting R&D goals and strategies as well as those of the business. The individual has a direct impact on results and on sales and growth of the organization.