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| **Organizational****Structure** | Please refer to the Organization unit where this position is placed. | **Position****Details** | Below sections to be completed as per Global Job Catalog. |
| **Enterprise/Group:** |  | **Global Job Catalog (GJC) Smart Code:** |  |
| **Business/ Function:** | Cargill Aqua Nutrition | **GJC Job Family/ Sub-family** | Research & Development/ Research, Development and Applications |
| **Position Title:** | Aqua Formulator Manager | **GJC Job Title:** | Scientist III |
| **Reports To:**(Title & Name) | Formulation Manager – Thi Chuc Le | **GJC Band:** | Senior Professional |
| **Location:**(City, Country, Legal Entity) | Ho Chi Minh City, Viet Nam, EWOS Vietnam JSC | **New Position, Replacement or Modified:** | Replacement |
| **HR Manager:** |  | **Cost Center:** | 137118-LE003659 |

Modifications to the PDS template are not allowed unless contractual or legal obligations require it. If so, the modified PDS must be approved by the Policy Owner. The PDS may be modified to effectively market the position to external candidates. Substantive changes will not be made to the content. Information may also be used for briefing of both internal and external candidates.

**Position Description Summary (PDS)** 

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| **Organizational****Structure** | Please refer to the Organization unit where this position is placed. | **Position****Details** | Below sections to be completed as per Global Job Catalog. |
| **Enterprise/Group:** | Cargill Animal Nutrition | **Global Job Catalog (GJC) Smart Code:** | RES\_RDA\_I\_8 |

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| **Position Purpose & Summary***Briefly explain the general purpose of the position.*  |
| * Beside the routine formulator PDS, senior formulator play the key role in coaching new members. Back up for Formulation manager. Incharge of value capture tracking, make sure the capture is matched to the actual in P/L.
* Balance and review the whole COGS before submit to the system, challange each location if there is over gap in reasonable room.
* Leading with FP&A in value capture tracking, COGS analysis.
* Expanding value capture through least cost formulation based on understanding ingredient market and customer business, application of all formulation tools, and pricing administration.
* Formulation management: System-production-market-animal performance. Law requirements.
* Conduct the monthly analysis on raw material master game plan. Support buying team on good control the pipeline and buying plan by less cost approach.
* Ensure value capture meet the target through SPR; CM process.
* Explore new ingredient focus on value capture. Support new Project to bring more value capture.
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| **Principal Accountabilities***Describe in detail 4-5 major position responsibilities/duties, not tasks, listing the most important first.No duty should have a percentage less than 5% and all duties should add to 100%* |
| **30% Formulation Management*** Raw material cost; Sales forecast; nutrient update: right and real time using in Formulation system.
* Data integrity, variation management from raw material to finished products as well as feed quality, feed appearance.
* Global technology update: CNS in timely manner in the Formulation system; records and tracebility.
* Full formula to Production team, ensure products meet registration, animal specification, FSQR requirement, RM gameplan.
* Aligned to animal nutrient requirement; local regulation; feed safety, product cost related to Production through Formulation

**20% Cost of good show control*** Monthly 3 month COSG 2 twice per month and cost transfer in time; Raw material plan update to Purchasing team; New ingredient evaluation; raw material bin Management.
* Monitor the GAP between actual usage and master gameplan, coordinate the adjustment for better cost of good show.

**20% Strategic formulation**: review SPR, CM; new ingredient, new projects. Analysis the top unit cost base on the Tablue system.**20% Budget balance/ Formulation manager backup**: Ensure the capture target the budget in actual capture, balance the whole COGS submit to all functions**10% Team development*** Coaching new staff
* Continuous improvement
* Ensure best practices implementation.
* Seek outside in for new commodities; additives; source of training; coaching in new ingredient/ animal nutrient/ new trend in feed industry.
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| **Education, Experience, Skills**In bulleted statements, indicate the education, experience and skills for this position. Education includes formal education, certifications, accreditations, etc. Skills include applied knowledge and technical skills directly related to this position. Also include other specific requirements such as environmental conditions, physical effort, shift requirements, travel requirements, etc. Indicate only the actual MINIMUM REQUIRED qualifications. Other items should be listed in the “preferred qualifications” section. |
| **Minimum Required Qualifications*** Bachelor’s degree in scientific: animal nutrient; chemistry; biology; food technology; economics.
* Ref. Good experience in food or feed industry and additives
* System thinker; innovation.
* Market sense.
* Good communication skills both written and verbal, negotiation skill (external and internal)
* Collaborative approach to problem solving
* 5 years related experience.

**Preferred Qualifications*** Prior experience and knowledge on animal health and nutrient; feed/ food additives; Quality system
* Prior experience managing multiple projects
* Prior experience system skills/ Formulation software; big data tool and analyst
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| **Other relevant information to the positionExamples may include: Career benefits; development an individual can gain by serving in this role; People Leadership (if applicable); Observable behaviors that encompass the applied knowledge, skills and attributes that distinguish and drive superior performance.**  |
| * Travel required
* Persuasive skills
* Team and individual working - good attitude.
* Can influence others and develop talent effectively.
* Career path: formulation manager; merchant supervisor in additives, Production ME…
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| **Place in the Organization** | Identify where this position fits into the organizational structure (at least one level above and below, if applicable). Indicate how many people this position is responsible for supervising, both the number of direct and indirect reports.  |

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| **NUMBER OF PEOPLE SUPERVISED** (IF APPLICABLE) |
|  | **DIRECT** | **INDIRECT** |
| **Manager/Superviser:** |  |  |
| **IndividualContributors:** | 2 |  |
| **Hourly/Production:** |  |  |
| **TOTAL:** | **2** | **0** |

***NOTE:***

***Indirect = Reports to this position’s Direct reports***

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| **Position Contacts / Complexity** | *Indicate the types of contacts/roles, both internal and external, that this position will interact with on a regular basis. List the complexities that must be overcome to achieve the position accountabilities.* |
| **Internal / External Contacts** | **Complexities** |
| * SMT/ FP&A; Accouting reporting team / Production team/ FSQR team/ Sales team/ supplier audit
 | * Cost balance; Production capacity; Production cost
* Product Quality; complaint; ingredient quality
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| **Magnitude / Scope** | Identify the areas that can be measured in a currency, percentage or unit, that can provide a reasonable indicator of position size. Examples may be revenue, net sales, operating budget, number of employees, number of countries doing business in, volume, market share, and margin contribution. |
| **Impact Area** | **Annual Amount** |
| * Cost of good show / product cost
 | * Company margin ( IOMC)
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| **Completed By:** **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** | **Date:** **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |
| **Employee Signature (APAC):** **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** | **Date:** **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |