



Fox Seeds Inc.  
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## **Job Ad**

# **ASPARAGUS BREEDER**

Fox Seeds Inc. was established in 2012 and has the exclusive rights to produce and sell seed from the asparagus hybrids developed by the breeding program at the University of Guelph. Fox Seeds will assume all breeding responsibilities from the University in early 2023, making it the sole breeder of asparagus varieties in North America.

Guelph Millennium is the most widely planted asparagus variety in temperate North America and is known for its yield, quality and winter hardiness. Our new, improved varieties are having a major impact on not only the US and Canadian markets, but around the world.

### ***Position Summary***

The primary function of this position is to develop proprietary commercial asparagus varieties to be marketed by Fox Seeds Inc., and to develop and manage our tissue culture laboratory. The position is based at the Kent Creek Research Farm near Simcoe, Ontario, Canada and reports to the V.P. of Operations. This position is part of a larger integrated team that breeds asparagus, conducts research, and produces and sells asparagus seed internationally. The Field Technician reports to this position.

### ***Education and/or Experience***

- Ph.D. in Plant Breeding /Plant Sciences or similar field or MS degree with 5 years relevant experience.
- Experience in practical plant breeding.
- Demonstrated ability to independently manage a successful commercial plant breeding program.
- Practical experience in vegetable farming and/or trials management and evaluation is strongly preferred.

### ***Job Responsibilities***

- Develop new and improved asparagus varieties with superior agronomic characteristics, and enhanced quality and yield.
- Manage tissue culture of breeding stocks.
- Plan, organize and oversee breeding and variety trials at various locations.
- Oversee Field Technician and other staff from time to time.
- Collect and analyze field data and provide reporting on breeding project progress.

- Evaluate and recommend for advancement new and/or improved asparagus varieties.
- Plan and develop breeding program budget.
- Stay current with technology developments in pertinent sciences and introduce innovation to breeding program where appropriate.
- Strategically collaborate with key external partners by networking with, visiting and reporting back on asparagus variety trials being conducted by other researchers.
- Pursue funding opportunities and prepare grant applications; and
- Investigate and implement breeding and research opportunities for other crops, as directed from time-to-time.

### ***Competencies***

To perform the job successfully, you should be able to demonstrate the following competencies:

#### **Functional:**

- Working knowledge and a competent grasp of the methodology, science and art of plant breeding and supporting disciplines.
- Advanced knowledge in botany, biology, genetics, horticulture, germplasm, and biometrics.
- A practical knowledge of farming and experience with variety development of vegetable crops is required.
- The ability to design and manage all the logistics for a commercial plant breeding program to develop varieties suitable for Fox Seeds' target markets.

#### **Strategic Planning and Analysis:**

- Ability to manage multiple projects.
- Have a good capacity for analysis and attention to detail with the ability to detect subtle differences between plants.
- Be able to design a breeding scheme based on multiple and complex information sources.
- Ability to bring new ideas to the table and make proposals.

#### **Technical Skills:**

- Experience with collecting and analysing experimental data; genetic statistics and experimental design.
- Ability to effectively utilize breeding databases and analytics software.
- Experience with field and greenhouse work; and
- Good project management skills needed.

#### **Interpersonal Skills:**

- A person who possesses the people skills necessary to be an effective team player in the company and to provide leadership to field technicians and other staff.
- A creative thinker with good communication skills. Open minded, possessing a desire to collaborate with others.

- Ability to interact with external partners such as public research personnel, farmers and universities.
- Ability to bring a positive attitude to the job and enjoy working with a diverse group of people.

**Judgment:**

- Exhibit sound and accurate judgment. Accept personal responsibility for task fulfillment and job performance.
- Ability to disclose any mistakes made, with the awareness of the consequences of making mistakes, and the threat any mistake may pose to the breeding program.

**Professionalism:**

- Highly self-motivated individual, with a high level of time management and organizational skills.
- A work ethic comfortable with hands on activities in the field and in the laboratory.
- Well-organized, committed, accurate and thorough with attention to detail.
- Must possess rigorous scientific manner and practices.

**Adaptability:**

- Ability to deal with frequent change, delays, or unexpected events.
- Ability to handle multiple projects simultaneously.
- Ability and willingness to work outdoors in adverse weather conditions.
- Must be available for occasional travel within Canada, the United States, and abroad.

**Dependability:**

- Reliable and consistent attendance and punctuality; and
- Ability to work in an independent and self-directed manner and ensure work responsibilities are covered.

***Position Location***

Simcoe, Ontario, Canada

***Job Type***

Full-time; salary commensurate with experience. Company offers excellent benefits plan.

***To apply:***

Please send a cover letter and resumé no later than midnight EDT, January 31<sup>st</sup>, 2021 to the Executive Director at [bernie@foxseeds.com](mailto:bernie@foxseeds.com).