

Our Mission

Nichino America, Inc. is research and technology driven with an emphasis on quality over quantity, protecting the environment, and contributing to the health and well being of consumers by creating innovative crop protection products for producers of food and fiber.

Our Message

Nichino America, Inc. provides crop protection products that are recognized not only for their targeted performance, but for their flexibility and ease in application -- ideal for use with today's environmentally-conscious agricultural practices, such as integrated pest and resistance management. Nichino comes from a long tradition of responsibility to their customers - striving to be a valuable partner in their agricultural business. Key to developing and maintaining these partnerships are efficacious products backed by extensive and proprietary research.

Nichino America is a wholly owned subsidiary of Nihon Nohyaku Co. Ltd. Based in Japan, Nihon Nohyaku Co. Ltd. was established in 1928, thus forming Japan's first and oldest agrochemical manufacturing company. This year marks the 80th anniversary of Nihon Nohyaku Co. Ltd.

We celebrate and share the dedication of Nihon Nohyaku as a company committed to developing new technology for the safety of food and the preservation of the environment.

Summary:

Nichino America, Inc. is currently looking for a Sales Representative who promotes and sells NAI products for the organization by performing the following duties.

Essential Duties and Responsibilities:

- Promotes the use of NAI's products with distributors, dealers, and growers. Makes face-to-face, phone and e-mail calls and contact throughout assigned territory to meet with all applicable NAI customers.
- Achieves or Exceeds assigned territory sales and profit budget.
- Prepares timely reports of customer contacts and business transactions and keeps accurate expense accounts.
- Develops and maintains key customer account plans and records for sales potential and scheduled sales calls, key contacts and business profiles
- Develops and maintains a top 15 grower profile list by strategic crops in the territory, updates at least once each year
- Attends trade shows, key account meetings, local trade association meetings and sales meetings
- Responds to all customer complaints promptly, using good judgment and documentation according to company policies and procedures. Reports all product complaints to immediate supervisor within same business day the initial complaint is logged..
- Implement and fully execute all sales promotions and programs developed with marketing to gain new users and retain loyal users
- Provides ongoing feedback and marketing intelligence to assist in developing effective annual marketing plans and their implementation in the marketplace.
- Works with commodity groups, key influencers, PCA's, Crop Consultants, and University Extension Specialist in the territory, and assists Marketing, Product Development and Regulatory to facilitate and identify new uses and needs for NAI products.
- Collects, analyzes, and communicates market, crop and competitive information, including local competitive pricing and promotional programs.
- Works with NAI Customer Service Representative to keep customer account activities up to date and ensure customer satisfaction.
- Develops recommendations for improving the company's position and sales in the assigned sales territory.

Additional Duties and Responsibilities:

- Supports licensees and distributors of the company's licensed products to influence them to promote NAI's products effectively.
- Assists Product Development Manager in coordinating, organizing and implementing field research and development programs on existing and new products
- Keeps abreast of new product knowledge for NAI and key competitive products and routinely reads and studies product labels and material to gain new knowledge in the marketplace

Competencies:

To perform the job successfully, an individual should demonstrate the following competencies:

Problem Solving –

- Identifies and resolves problems in a timely manner
- Gathers and analyzes information skillfully
- Develops alternative solutions
- Works well in group problem solving situations
- Uses reason even when dealing with emotional topics

Project Management –

- Develops project plans
- Coordinates projects
- Communicates changes and progress
- Completes projects on time and budget

Technical Skills –

- Strives to continuously build knowledge and skills
- Maintains personal certifications or licenses as required
- Shares expertise with others

Interpersonal Skills –

- Manages difficult or emotional customer situations
- Responds promptly to customer needs
- Solicits customer feedback to improve service
- Focuses on solving conflict, not blaming
- Maintains confidentiality
- Keeps emotions under control

Communication –

- Speaks clearly and persuasively in positive or negative situations
- Listens and gets clarification
- Responds well to questions
- Demonstrates group presentation skills
- Writes clearly and informatively

Teamwork –

- Balances team and individual responsibilities
- Supports everyone's efforts to succeed

Quality Management –

- Looks for ways to improve and promote quality
- Demonstrates accuracy and thoroughness

Business Acumen –

- Understands business implications of decisions.
- Displays orientation to profitability.
- Demonstrates knowledge of market and competition.
- Aligns work with strategic goals.

Cost Consciousness –

- Works within approved budget
- Contributes to profits and revenue
- Conserves organizational resources

Ethics –

- Treats people with respect
- Keeps commitments
- Inspires the trust of others
- Works with integrity and ethically
- Upholds organizational values

Organizational Support –

- Follows policies and procedures
- Completes administrative tasks correctly and on time
- Supports organization's goals and values
- Benefits organization through outside activities

Strategic Thinking –

- Understands organization's strengths & weaknesses
- Analyzes market and competition
- Identifies external threats and opportunities
- Adapts strategy to changing conditions

Judgment –

- Displays willingness to make decisions
- Exhibits sound and accurate judgment
- Supports and explains reasoning for decisions
- Includes appropriate people in decision-making process
- Makes timely decisions

Motivation –

- Sets and achieves challenging goals
- Demonstrates persistence and overcomes obstacles
- Measures self against standard of excellence

Planning/Organizing –

- Prioritizes and plans work activities
- Plans for additional resources
- Sets goals and objectives
- Develops realistic action plans

Initiative –

- Looks for and takes advantage of opportunities
- Asks for and offers help when needed

Innovation –

- Displays original thinking and creativity
- Meets challenges with resourcefulness
- Generates suggestions for improving work
- Develops innovative approaches and ideas
- Presents ideas and information in a manner that gets others' attention

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Education and/or Experience:

Bachelor's degree (B. A. or B.S.) from four-year accredited college or university; or five years related experience; or equivalent combination of education and experience. Agribusiness related degree is preferred but not necessary and a Masters degree is a plus.

Language Skills:

Ability to read, analyzes, and interprets general business periodicals, professional journals, technical procedures, or governmental regulations. Demonstrate ability to write reports, business correspondence, and procedure manuals. Demonstrate ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public.

Mathematical Skills:

Demonstrate ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Demonstrate ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

Reasoning Ability:

Demonstrate ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

Computer Skills:

To perform this job successfully, an individual should have knowledge of MS Office and commonly used spreadsheet software and word processing software. Demonstrated knowledge of and use of the Internet to communication on a routine bases.

Interested and Qualified Candidates should contact:**Mr. Michael C. Ames****General Manager of Marketing & Sales**

4550 New Linden Hill Road, Suite 501

Wilmington, DE 19808

Tel: 302-636-9001(ext. 202) Fax: 302-636-9122

e-mail: mames@nichino.net

www.nichino.net