



DATA COLLECTION TEAM LEADER



JOIN THE REGEN AGRICULTURE INNOVATORS

LOCATION: **BELGIUM OR FRANCE**

- Build, hire and manage a team of seasonal resources
- Participate in the definition and the implementation of a clear internal service contract
- Develop a well-designed and motivating evaluation program
- Create a healthy and motivating work environment and atmosphere
- Identify & analyse options for long-term collaboration with seasonal resources
- Ensure the scalability of the unit, at defined cost

SEND YOUR APPLICATION TO:
S.EVRARD@SOILCAPITAL.COM

Call for Applications: Data Collection Team leader

Are you a passionate team leader that shares our enthusiasm for regenerative agriculture? We are recruiting an outstanding team leader to manage and supervise a team that would support farmers during the data collection phase. Their role will consist of collecting operational data from farmers (by phone or videoconference) and encoding them in our decision-support platform. Your role will consist in hiring those people, managing them and implementing the support structure they need.

Why are we collecting farmer's data? We have launched Europe's first certified, multi-national carbon payment programme for farmers that rewards them for reducing their emissions and increasing the carbon storage in their soils. Through our programme, farmers will receive a personalised report for their farm delivering a range of economic, agronomic and environmental insights that will help them in their transition in regenerative agriculture.

Features:

Position:	Data collection Team Leader
Contract type:	Full time, permanent contract
Starting date:	As soon as possible
Location:	Belgium or France. Strategic location required based on: 1- Connectivity to Perwez in Belgium (head office) 2- Proximity of university hub with good Agronomy studies

Roles & Responsibilities:

In this role, you will be in charge of a dedicated unit focusing on delivering quality data of farms by supporting the farmer during the data collection process.

More specifically, the Team Leader will have the following responsibilities:

- Build a team
- Hire and manage a team of seasonal resources (data collection experts) that will support farmers during the data collection phase.
- Ensure the training of this team through a well-defined structure (coordination with the Quality Control & Training team)
- Participate in the definition and the implementation of a clear internal service contract for the Data collection team, with clear goals and KPIs.
- Monitor and communicate on the team's performance.
- Develop a well-designed and motivating evaluation program.
- Do regular & efficient performance evaluations with team members.
- Create a healthy and motivating work environment and atmosphere.
- Identify & analyse options for long-term collaboration with data collection experts, only needed during winter season
- Ensure the scalability of the unit

Skills, Qualifications & Attitude

- Proven ability to manage a team (remotely as well), to inspire and to coach team members. Being able to put healthy pressure on the team and to give feedback easily is important in this role.
- Ability of managing a team with a high turnover due to the seasonality of the job (peak during winter)

- Proven experience in implementing a SLA and delivering high quality outcomes.
- Proven ability to identify well-defined skills to hire the right candidates (politeness, coachability, able to deliver the expected level of quality)
- Excellent communication skills in both French and English
- An excellent and enthusiastic understanding of the farming sector, with the ability to coach the team on its specificities (customer centricity skills)
- Strongly motivated by the environmental and social impact of Soil Capital's core mission

Notes:

Successful experience in team management is a must for this function. Please, do not apply without this. Successful experience in a business providing a service would be considered as an advantage for this function.

About Soil Capital

Soil Capital is a technology driven agronomy business with international experience designing and executing farm transition strategies to regenerate soil health while delivering superior profitability. We have developed a unique decision-support and reward platform for regenerative transitions, called mySoilCapital. It enables farmers to monetize their carbon and compare their costs, while empowering food and farming companies to roll-out regenerative transitions at scale within their grower base by finally reconciling a farm's economic and environmental performance.

To apply

Please send your CV and cover letter explaining your suitability for the role (each of a strict two pages maximum) to Sophie Evrard (s.evrard@soilcapital.com) by 25 June 2021.