



CANADIAN SEED INSTITUTE
INSTITUT CANADIEN DES SEMENCES

WESTERN CANADA REPRESENTATIVE SELECTION CRITERIA

ESSENTIAL CRITERIA Must have...	DESIRABLE CRITERIA Beneficial to have...
EDUCATION	
<ul style="list-style-type: none"> Post-secondary education including a Bachelor's degree in agriculture, biology, physical and/or applied science 	<ul style="list-style-type: none"> Professional agrologist designation, or education supplemented with courses in crop science Direct farming experience Bilingual (French) language skills
PROFESSIONAL EXPERIENCE	
<ul style="list-style-type: none"> Minimum eight years' career experience in the Canadian seed or related industry in roles with increasing responsibility Experience in/exposure to seed production and seed processing 	<ul style="list-style-type: none"> Understanding of federal and provincial government departments, specifically CFIA Broad knowledge of the agri-food industry and issues with specific knowledge related to seed production, processing and testing Have a network of contacts with the ag sector with government, public and private Active participation on ag industry boards Experience in sales and marketing Experience delivering training Experience in organic industry
TECHNICAL SKILLS	
<ul style="list-style-type: none"> Significant working knowledge and understanding of quality management systems, specifically ISO 9000/9001 standards and associated quality assurance protocols 	<ul style="list-style-type: none"> Knowledge of Seeds Act and Regulations Completion of ISO internal and external lead auditor training to the ISO 9001 standard Knowledge of grain handling, identity preservation and food safety programs Knowledge or understanding conducting organic inspections or organic certification Strong computer skills
PERSONAL SKILLS	
<ul style="list-style-type: none"> Ability to develop business relations Excellent communication skills Results-based approach to tasks and goals Ability to work with minimum supervision and self-motivated Ability to meet deadlines and work under pressure High credibility and strong sense of integrity 	<ul style="list-style-type: none"> Strong public speaking and presentation skills Ability to maintain composure and continue to communicate in difficult situations