



**Job Title:** Growth and Strategy Manager  
**Job Classification:** Full Time  
**FLSA Status:** Exempt  
**Reports to:** Executive VP/Chief Strategy Officer (CSO)

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### **Job Summary**

This position is focused on enhancing enterprise value as a member of United Grain team. In addition to supporting the CEO and CSO, this position facilitates company growth through engagement in strategic planning and business development activities. This position will be required to maintain a positive and forthright attitude that promotes a collaborative, respectful, and diverse corporate culture, and conduct themselves in a professional and favorable manner.

It is essential that all our employees align with our values of Inclusivity, Integrity, Reliability, and Safety by contributing to the creation of solutions and positive experiences for team members, customers, and producers while providing a high level of customer care and service.

### **Essential Duties and Responsibilities**

- Support the CEO and CSO in management activities
  - Annual and mid-term plans preparation
  - Long range strategic planning through the Strategic Roadmap
  - Development and analysis of Key Performance Initiative (KPI) metrics
  - Analysis of expiring agreements with key stakeholders, such as Service Agreement between UGC and Mitsui
  - General support in governance-related activities
    - Internal controls
    - Delegation of Authority (DoA)
    - Annual approvals (credit line, position limits, credit line, etc.)
    - Support overall compliance with high level of awareness
  - Collaborate communication with parent company to maximize the group benefits
  - Collaborate communication across the organization
- Facilitate company growth through business development activities
  - Coordinate with VP Operations and Business Development Director
  - Support various investment plans across the company
- Facilitate company growth through strategic planning activities
  - Coordinate with Strategic Management Team
    - To evolve Strategic Roadmap
    - Prepare necessary documents and presentations
    - Support related data analysis



### **Required Education, Skills and Experience**

- Four-year degree in Business/Finance, Marketing, Agribusiness or related field of study is preferred, but equivalent work experience and education may be considered.
- Minimum five years' experience in commodity related activities including merchandising, hedging with futures derivatives, or related experience and/or training or equivalent combination of education and experience.
- Demonstrated experience in data analysis and general finance principles
- Excellent communication written and verbal in Japanese and English to impart information to parent company, customers, public, and convey detailed instructions to other employees accurately and efficiently.
- Strong proficiency with excel spreadsheets, databases, and word processing within a windows-based operating environment particularly MS Office Suite. Must be proficient in creating Power Point presentations.
- Must be able to make decisions and work independently; be detail-oriented with excellent communications skills, both verbal and written.
- Demonstrated capacity to excel within high risk, high stress, and fast-paced work environment.
- Effectively collaborates with all team members and provides superior service to develop and maintain relationships with customers and suppliers.
- Demonstrated knowledge and ability to negotiate, assess risk, and exercise sound judgment when making decisions.

### **Physical Demands and Requirements**

- This position requires travel locally, domestically and internationally for relationship building and industry and customer events, approximately 20%.
- Flexible with work hours - must be prepared to receive phone calls and respond to company-related needs at irregular times (typically Japan standard time).
- While performing the duties of this job, the employee is regularly required to talk or hear. The employee is frequently required to stand; walk; use hands to finger, handle or feel; and reach with hands and arms.

### **WORK ENVIRONMENT**

Ability to work in a hybrid, open, cubical environment. Work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. The noise level in the work environment is usually moderate.

### **ADDITIONAL INFORMATION**

This job description is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills, and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the



company reserves the right to change this job description and/or assign tasks for the employee to perform, as the company may deem appropriate.

**United Grain Corporation is an equal opportunity employer.** All qualified applicants will receive consideration for employment without regard to status as a protected veteran or a qualified individual with a disability, or other protected status such as race, religion, color, national origin, sex, sexual orientation, gender identity, or age. Reasonable accommodation may be made to help enable qualified individuals with disabilities to perform the essential functions of the job.