

VACANCY ANNOUNCEMENT

MANAGING DIRECTOR – ECOBASIC SEED COMPANY LIMITED

Adelko Consulting Services, a global Executive Search firm, has been retained by ECOBasic Seed Company to source outstanding candidates for the position of Managing Director.

ABOUT ECOBASIC SEED COMPANY LIMITED

ECOBASIC Seed Company is a commercial enterprise and foundation seed producer in Nigeria, established in 2021 to increase the supply of high-quality early-generation seeds in West Africa. Operating on a business-to-business model, it provides foundation and parent seeds to other seed companies for certified seed production. ECOBASIC was created to address the challenges faced by the seed industry in accessing and maintaining consistent, high-quality parent seeds for multiplication programs, with the ultimate goal of improving agricultural productivity and food security in the region.

The company is driven by the mission to produce foundation seeds of the highest quality and purity for hybrid seed production, thereby enhancing the profitability of seed companies, improving farmer productivity, and strengthening food security across West Africa. Its vision is to be recognized as the region's most reliable source of high-quality foundation seeds and solutions. Guided by its core values, ECOBASIC upholds integrity and accountability in all its operations, embraces excellence and efficiency in seed production, leverages innovation and state-of-the-art technology to deliver high-yielding and resilient seed, and fosters partnerships with stakeholders to build a vibrant and sustainable seed sector.

ROLE OVERVIEW: MANAGING DIRECTOR

Reporting to the Board of Directors, the Managing Director will oversee and manage all business operations, people, and initiatives of ECOBASIC. The Managing Director will be responsible for the overall success of the business and assume full accountability to the Board for all company operations.

FUNCTIONS / KEY RESULTS EXPECTED

Business Strategy

- Work closely with the Board, provide leadership in developing the Vision, Mission, and strategic direction for the Company.
- Articulate and secure buy-in of the Company's vision, mission, and strategic direction across a wide range of internal and external stakeholders.
- Lead the implementation of the Company's strategy.
- Formulate and implement market development strategies to improve market penetration of foundation maize seeds.
- Develop and implement a strategic growth and operational plan to achieve overall revenue and volume targets in the different countries as set out by the Board.

Financial

- Manage the P&L - delivery financial targets (e.g., net sales, gross profit, EBIT)
- Implement an effective credit management strategy to support the sustainable growth of the business.
- Lead and be accountable for business planning (including the strategic plan), forecasting, and budgeting processes.
- Have overall accountability for ECOBASIC brand positioning and delivery, including sales and customer growth relations.

People Management

- Lead a multifunctional team in developing and executing appropriate go-to-market approaches to achieve complementary commercial and social goals.
- Attract, develop, manage, lead, and inspire a team to ensure consistent high performance, growth, and retention of talent, and succession planning for key leadership and high-impact roles.
- Facilitate the engagement and provision of high-quality results and services of the team by offering technical support in work planning, performance management, coaching, and promotion of learning and development.

Stakeholder Management

- Build effective relationships, maintain trust and partnerships with key institutions and organisations (R&D parental providers such as IITA, CIMMYT, etc, regulators, finance, industry associations, and other partners & stakeholders) and seed companies in the Sub-Saharan Africa region to ensure collaboration and leveraging of the ECOBASIC mandate and capabilities.
- Manage the preparation of investment-related materials and ultimately ensure an effective interaction with shareholders.
- Build and maintain strong relationships with key stakeholders, including seed companies, distributors, farmers, and agricultural organizations.

Risk and Compliance

- Serve as the custodian of company policies and lead in ensuring compliance with all business and related risk management measures.
- Measure and leverage data-driven competitive and market information (competition actions, market trends, satisfaction levels, commercial acceptance, and regulatory issues).

KEY RESULT AREAS WITHIN 12 MONTHS

- Achieve sales and production targets in line with business plans.
- Identify and manage risks and opportunities to ensure resilience and sustainability.
- Communicate the business outlook effectively and recommend or implement the most suitable growth model.
- Build strong leadership presence and credibility with the board, staff, and stakeholders.

QUALIFICATIONS

Education

- Master's degree in business management or related disciplines.
- Bachelor's degree in Agricultural Sciences or related discipline.

Experience

- Ten (10) years of progressive senior level experience, in business management/administration, gained in a reputable national or international organization.
- Strong private sector experience.
- Experience in the agriculture sector with knowledge of the seed industry, would be an advantage.
- Strong understanding of corporate finance and performance measures.
- Demonstrated organizational and leadership experience.
- Communication, negotiation, and presentation at multiple levels.
- Leadership and motivation of cross-functional teams.
- Analytical skills in market research and demonstration of strategy development.
- Proven record of achieving business targets and driving market growth.
- Demonstrable experience in developing and delivering against strategic and business plans.
- Substantial experience in leading, motivating, and supporting an ambitious and high-performing team, and managing senior staff.

Competencies

- Demonstrated leadership skills in a reputable national or international organization.
- Strong advocacy and communication skills, including effective public relations.
- Strong organizational skills with the ability to plan and prioritize work activities to meet ECOBasic goals and objectives.
- Strong diplomatic and negotiation skills and nimble in changing environments and relationships.
- Good networking skills and ability to build and sustain relationships with key partners.
- A good understanding of the agricultural sector, social, political, and regulatory environments
- Ability to build and sustain relationships with key constituents (donors, research institutions, media, government institutions, etc.)
- Ability to work in a multidisciplinary environment.
- High-level interpersonal and cross-cultural skills, including the ability to build alliances and collaborative relationships with sensitivity to diversity.
- Ability to maintain high standards of integrity; establish straightforward, productive relationships; treating individuals with fairness and respect.

WHY JOIN ECOBASIC SEED COMPANY LIMITED AS A MANAGING DIRECTOR?

Joining ECOBASIC Seed Company as Managing Director offers a unique opportunity to lead a pioneering enterprise at the heart of West Africa's agricultural transformation. ECOBASIC plays a critical role in strengthening the seed industry by supplying consistent, high-quality foundation seeds through a business-to-business model, enabling certified seed production and contributing to regional food security.

The role presents extensive opportunities for exposure and continuous learning, while also providing the successful candidate with the chance to interact with international organizations, expand professional networks, and enhance leadership credibility. As Managing Director, the candidate will not only shape business strategy and growth but also directly influence the sustainability and impact of agriculture across the region.

LOCATION AND CONTRACT TERMS

The position will be based at in Kaduna, Nigeria with the incumbent expected to travel occasionally.

The contract length for this position is three years, renewable pending annual performance assessment and availability of funds.

ECOBASIC provides a competitive salary package and promotes a multicultural workplace that supports gender parity, teamwork, and respect for diversity.

HOW TO APPLY

To apply, please send your cover letter, detailed CV, and the names and contact information of three references to: mdecobasicseedco@adelkoconsult.com, on or before **31st October 2025**.

ECOBASIC is an equal opportunity employer, committed to diversity and inclusion within its workforce, and encourages qualified female and male candidates from all religious and ethnic backgrounds and any other diversity groups to apply and become a part of our organization