



POSITION PROFILE

Commercial Manager



The Company	3
The Role	4
Preferred Candidate Profile	5
Remuneration	6
The Recruitment Process	6





Scotgrain work in partnership with Scotland's growers and grain customers to supply quality grains to market.

As one of the largest grain buyers in Scotland, Scotgrain provides a route to market for all combinable crops including Malting Barley, Oats, Wheat, Rye and Oilseed Rape. We offer a range of marketing options to Scotland's growers, including long term contracts and buyback agreements, helping to reduce the risk of growth and harvest conditions to Scotland's arable farmers.

Scotgrain also provide a full range of services to support the needs of the grower, including full Agronomy service and consultation to supply seed and fertiliser needs specific to each crop. With access to the whole market we are able to offer clear and impartial advice on the best solution to the needs of each crop. As we are often also the grain trader for growers, we always have a vested interest in ensuring the quality of the final crop.

In partnership with our parent company Bairds Malt, we run one of the UK's largest and longest running barley variety evaluation programmes. Our specialist expertise allows us to assess new varieties from sowing to harvest, while Bairds Malt is able to offer a micro malting environment to test their malting performance.

Our partnership with Bairds provides a direct market for the best Scottish Malting Barley supporting the success of Scotland's distilling and brewing markets. We also have long term relationships into the supply chain of many of the UK's leading grain customers, including Whyte and Mackay, William Grants and Carrs Milling.

Bairds Malt was founded nearly two centuries ago, based on the simple idea that to produce the best beer or whisky you have to control its key ingredient – malt. Bairds has approx. 280kt malting capacity with three plants in Scotland and one in England, with plans to add an additional 57,000mt of annual capacity by early 2027. Bairds is the largest UK maltster, having been acquired by Malteries Soufflet in 2023.





Title:	Commercial Manager
Reports to:	Gary Catto, Head of Merchanding
Location:	Turriff, Aberdeenshire (preferable)

Scotgrain (SGN) is now looking to appoint a new Commercial Manager to manage the successful operation of our Agrochemical and Agronomy business. This is an excellent opportunity for an experienced individual looking to work for a global business with a local feel.

Primary Objectives:

- Management of an agrochemicals business with a turnover in the region of £1.7 million
- Management of Agronomy structure, staff, and training
- Day to day oversight of the Turriff office and staff
- Responsibility for Farm Business Managers as a direct report
- Key internal/external communication with suppliers, customers, Scotgrain colleagues and regulatory bodies

Key Accountabilities:

- In conjunction with the Head of Merchanding, conduct annual negotiations with chemical supplier to agree marketing plans, rebate structures and terms of business
- Disseminate market information regarding new products, competitor activity and market opportunities
- Make product selections to suit market conditions and Scotgrain sales and profitability requirements
- Maintaining regular contact with chemical manufacturers to keep up to date with new products and technical matters
- To provide Scotgrain Farm Traders with technical support and issue regular bulletins regarding crop. conditions and recommended solutions
- To promote and increase the Company's liquid fertilizer profile
- To oversee Scotgrain Agronomy structure and staff
- To oversee the training for BASIS & FACTS personnel
- Issue/modify price lists as frequently as market conditions dictate
- Maintain a strong personal on farm presence with major emphasis on chemical sales and agronomy advice. Also develop sales of other inputs and purchase of grain through the wider trading team
- Promote all the activities of Scotgrain to customers and suppliers as required
- Assist in dealing with customer complaints
- Co-ordination of activities with administration staff





The Commercial Manager will be a highly ambitious individual, looking for the next step in their career. Candidates should enjoy working autonomously and have confidence in their ability to take the lead and bring solutions. The role requires a calm and level-headed individual who is comfortable managing and supporting a team.

Candidate Requirements

- A proven track record in a similar commercial agricultural role
- BASIS qualified
- Proven record of managing and motivating a developing team, with strong leadership and influencing skills
- Ability to manage change positively and with ease
- High level of verbal and written communication skills with good networking ability
- Good level of numeracy with the capability to understand and interpret management financial information
- Relevant IT skills, including knowledge of Greenlight
- The ability to work in a fast-paced environment that requires reactivity and the ability to roll up sleeves
- The ability to promote teamwork and collaboration
- A substantial level of farm business knowledge is desirable
- A candidate who is FACTS registered would be advantageous but not essential





An attractive package including salary, private medical, pension and bonus is on offer commensurate with background and experience required for the role.

For more information on remuneration please contact Kirsty Mclardy at Livingston James.

Contact details are as follows;

T: 07538 799711 or E: kirstymclardy@livingstonjames.com



The Recruitment Process

First stage interviews will be conducted by retained consultant, Kirsty Mclardy of Livingston James. Selected professionals will then be presented to Bairds Malt for consideration.

Shortlisted candidates will be invited to interview with Gary Catto (Head of Merchanting) and other senior stakeholders within Bairds Malt. Subsequent stages will be communicated by Livingston James throughout the process.

All third-party applications, enquiries and direct approaches to the company will be referred to Livingston James.

