

## Samuel A Moses

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### SUMMARY

Leader with over a decade of experience across multiple business functions within Research and Development, Manufacturing, and Customer Service. Demonstrated engagement across large dynamic teams in complex situations to achieve business results. Passionate about continuous learning and team development. Familiar with several databases and automation systems. Experienced in coaching through site wide adaptation of new applications and systems to improve quality and efficiency. Skilled in general office applications, communications, and industry systems.

### KEY SKILLS

- Leading lean manufacturing implementation, site culture shifts, and major organizational changes.
- Coaching leaders through adapting change to improve processes and efficiencies.
- Managing site decommissioning and process transitions, while maintaining site delivery targets and staying under budget.
- Developing new processes, programs, and teams to improve quality and site culture.
- Creating a site culture focused on safety and quality with individual ownership and collaboration to drive business results.
- Utilizing digital tools to create value for the team and the business.

### TRAINING AND CERTIFICATIONS

- Trained in Six Sigma.
- Certified on OSHA 30HR.
- First Aid, AED, and CPR trained.
- Formerly Licensed Pesticide Applicator.
- Currently enrolled in Python certification course.
- Certified trainer on Forklift and Scissor Lift.

### EXPERIENCE

#### Bayer Crop Science

Operations Lead, Hazelwood, MO

January 2022 - January 2025

Led all operations of the Seed Center for processing and shipping all regulated materials across corn, soy, cotton, and wheat for Research and Development.

- Managed all site aspects of project to move operations to a new location in another state.
- Engaged on cross-functional teams across Breeding, Biotechnology, Regulatory, Field Solutions, and others.
- Led a team of up to 4 Operations Managers and 70 hourly employees.
- Created a contingent labor strategy and hiring 60+ contractors annually to support all site operations.
- Responsible researcher for all projects that were regulated by government agencies.
- Trained employees and oversaw all international shipments to Brazil, Argentina, Canada, and Mexico.
- Managed operations of seed conditioning, treating, packaging, cassette filling, and shipping to support all regulated North America field trials.
- Oversight for regulated nursery processing and hand-off of seed to Regulatory group for agency approvals.
- Established and maintained site Safety, Quality, Compliance, and Maintenance programs.
- Led site automation strategy, IT, security, change management, training, engagement and development.

Production Manager, Lubbock, TX

July 2019 - January 2022

Led seed conditioning and seed treatment application teams for the largest cotton seed production facility in the country, supporting cotton seed manufacturing for North America.

- Managed a team of 12 full time employees and 6 seasonal contractors.
- Responsible for all aspects of seed conditioning and seed treatment.
- Instructed implementation of a manufacturing production system, having a successful launch utilizing virtual tools during COVID restrictions.
- Oversaw site engagement committee and developed an inclusive site recognition program.
- Engaged in major project installations for additional treating lines and seed receiving system, as well as several incremental improvement installations.

**Monsanto Company**

Production Associate, Illiopolis, IL

January 2017 - July 2019

Directly oversaw all warehousing and the quality assurance lab, while supporting all areas of site production.

- Directly managed 2 full time employees and 6 seasonal contractors in the quality assurance lab and indirectly managed through influence 20 people across the warehouse and site production.
- Developed site contingent labor program to support seasonal operations.

Seed Service Advisor, Northern and Central Illinois

July 2014 - January 2017

Supported the Stone Seed Brand dealer network across north and central IL through business development and account management.

- Created operational business plans and assisted with dealer development.
- Reconciled all billing, shipping and logistics, and all account maintenance.
- Developed within the role through the transition from customer service representatives and worked with the sales team to implement the strategy of Seed Service Advisors and expanding involvement in our dealer operations.

Customer Operations Specialist, Pleasant Plains, IL

September 2012 - July 2014

Supported Stone Seed Brand dealer network and sales team across Illinois.

- Delivered best in class customer service through building trust and loyalty with our customers.
- Leveraged influence to improve timely operations and customer satisfaction.

Contract Supervisor, Farmer City, IL

Led detasseling crews for corn seed field production and worked in the warehouse supporting shipping, receiving and packaging activities.

- Responsible for field crew safety compliance.
- Evaluated crew effectiveness and coordinated field work.

## **INTERNSHIPS and SCHOOL WORK**

### **Illinois Natural History Survey**

#### Lab Assistant

Worked on Western Corn Rootworm beetles for a special study, handling dissection and note taking.

- Performed microscopic dissection, Sonification, and PCR Strip Testing.
- Worked in a self-directed environment with minimal oversight.

### **Pioneer Hi-Bred International, Inc.**

#### Research Assistant, Champaign, IL

Assisted with all research activities at a corn research station performing pollinations, inoculations, note taking, and data collection.

- Recorded plant and ear height, performed cross and self-pollinations, inoculated with pests, and led temporary help crews.

## **EDUCATION**

### **Bachelor of Science (B.S.) in Crop Sciences**

#### **Concentration in Plant Biotechnology and Molecular Biology**

University of Illinois at Urbana-Champaign, IL