

United Beet Seeds (UBS), headquartered in Belgium, specialises in all aspects of sugar beet seed research, production, processing and commercialisation. We leverage our combined strengths, extensive expertise and a shared passion of over 900 employees worldwide, to expand opportunities for growers and industry in the global beet and chicory seed markets. UBS has a strong focus on innovation and quality, resulting in high performing and sustainable varieties.

Campaign Activation Lead

As Supply Integration Manager based in Tienen (Belgium) or Holeby (Denmark), you will play a key role in making sure the right seed gets to our customers at the right time. If you enjoy bringing order to complexity, working across sites and countries, and seeing your planning come to life in the field and the factory, this is your opportunity!

How you will make an impact

Within our Supply Chain team, you own the critical journey from harvest to finished seed. Working within a 0–18 month horizon, you connect multiplication output with Master Plan execution, processing, factory lot allocation and inventory, so that our sugar beet, fodder beet and chicory seeds are delivered in full, on time and to standard.

You will:

- Lead the coordination of post-harvest seed flows from multiplication to finished product, across sites and countries.
- Translate planning inputs into actionable supply execution plans aligned with processing and inventory needs.
- Oversee cleaning, pelleting and factory lot planning in close collaboration with local operations teams.
- Allocate factory lots based on quality and availability, and secure hybrid availability for our varieties.
- Ensure variety and export documentation is in place so seed can be delivered to customers on time.
- Secure the availability and on-time delivery of demo and marketing seed alongside commercial deliveries.
- Monitor and communicate inventory volumes across stages and geographies, ensuring accurate traceability and compliance.
- Partner with International Multiplication, Supply Research & Data Analytics and Global Demand Planning to anticipate shortfalls and align supply with market priorities.
- Act as the key communication hub between production, planning, commercial and logistics teams.
- Lead, coach and develop a team of supply experts in Holeby (Denmark) and Tienen (Belgium).
- Drive process improvements, cross-site standards and the implementation of new IT and digital tools.

You report directly to the Head of Strategic Supply. The role involves occasional travel, planned well in advance, to our operational sites.

What you bring

- A master's degree in Supply Chain Management, Agronomy, Operations, Industrial Engineering or a related field. A certification in logistics, inventory management or production planning is a strong plus.
- 5–8 years of experience in supply chain execution, production planning, or seed or agricultural operations, ideally in a seasonal or biologically constrained industry.
- Experience coordinating post-harvest planning and inventory management across multiple functions and sites.
- Familiarity with seed processing workflows such as cleaning, pelleting, lot creation and traceability is a strong plus.
- A proven ability to work closely with factory operations, planners and schedulers.
- A solid understanding of S&OP and how demand, supply, inventory and capacity interact.
- Strong skills in Excel and Power BI, and experience with ERP, production tracking and inventory systems.
- Experience leading or coaching a team is an asset.
- Fluency in English. Knowledge of Dutch, Danish and/or French is a strong advantage.

Who you are

- You are structured and detail-oriented, and you turn planning data into clear, executable actions.
- You stay calm and hands-on when priorities shift, managing complexity without losing sight of the timeline.
- You build trust easily across functions, sites and cultures, and you know how to bring people into alignment.
- You spot risks early and act on them before they become problems.
- You work with humility, agility and resilience, and you're always looking for a better way to do things.
- Most importantly, you take pride in making sure our customers get the right seed at the right time.

UBS

Are you the person we are looking for?

Then we would love to hear from you!

Send your resume and motivation letter to:
recruitment@unitedbeetseeds.org

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