

Manager, Security Planning and Strategy

This position reports to the Director, Global Security, is located at Monsanto World Headquarters in St. Louis, MO, and is responsible for supporting the functions of Global Security.

Requirements

As a member of the Global Security Team, the successful candidate will be responsible for the management of programs and systems to protect our employees and assets. The work of Global Security Managers falls into five core competency areas: Protecting People, Protecting Assets, Conducting Investigations, Intelligence Issues and Program Management.

This position requires an individual who has a broad range of skills and knowledge in the security field. The candidate must be able to evaluate trends, develop strategies and plan for the future security needs of the company. The successful candidate must have a Bachelors degree. A Masters or other advanced degree in a business program would be beneficial. The position will require the successful candidate to have verbal and written proficiency in the English language; proficiency in other languages would be beneficial. The successful candidate must have excellent interpersonal and communication skills, be able to prepare documentation for submission to corporate leadership or governmental agencies without supervision and able to present and lead large groups.

The position requires the successful candidate to have at least 10 years of work experience including 5 years of people management responsibilities. This individual must be team oriented, possess the ability to think creatively and understand security concepts and theories. The candidate must be able to work successfully with teams across geographical, functional and organizational boundaries to build strong relationships. The successful candidate must possess the skill set to be a leader and a role model for all company employees. The successful candidate must be: self motivated, able to work without supervision, able to implement ideas and plans to enhance existing company policies and programs on a global basis, able to create, develop, and implement cost effective, high level and long term security programs.

This role requires the successful candidate to be physically fit and be able to travel as necessary to domestic and international locations. International experience as an adult is highly preferred. This role requires the incumbent to be available for managing crisis responses on a 24/7 basis. The successful candidate will be able to make instant decisions and implement actions regarding the wellbeing of our employees.

Responsibilities

Global Security Budget, Procurement and Contracts:

- Responsible for coordinating budget planning, implementation, and forecasting. This position also has oversight of expenditures, procurement, payment of bills, and any other matters relating directly to the budget;
- Familiarity with SAP and Microsoft Office Suite products will be very beneficial;
- Coordinate with security managers to plan expense and capital budgets and long range plans;
- Forecast and manage expenditures for all cost centers;
- Manage all financial aspects on department capital projects from inception to finish;
- Insure appropriate processes and procedures for capital projects are followed by the Global Security organization;
- Work with procurement to insure vendor contracts are negotiated and maintained in accordance with Monsanto policies.

Strategic Planning

- Develop strategies for the protection of employees and other assets worldwide;
- Work closely with the Global Security leadership to implement strategic vision for the organization.

Human Resources Liaison:

- Development, Performance and Rewards Process;
- Employee Survey/ L-180 Survey coordination;
- Benefits information and issues;
- Employee hiring, performance improvement and termination practices.

Business Continuity:

- Coordinate and manage the Global Security Business Continuity Plan.

Special Projects:

- Assist the office of the Director in the compilation, preparation, and presentation of special projects as deemed appropriate.

Management Oversight Responsibility:

Policy Writing:

- Coordinate creation, drafting, benchmarking and approval of Global Security Policy Documents;
- Insure manuals, policies and procedures are maintained and updated on Global Security website;
- Insure policy information is disseminated to all appropriate personnel for implementation.

Training Programs:

- Coordinate College Internship program;
- Develop and present pertinent security related training topics;
- Plan, create and disseminate Global Security training topics including the coordination and implementation of Global Security Computer Based Training (CBT) programs;
- Maintain the library of Global Security presentations and training materials;
- Maintain department training records and coordinate compliance for required training related to Monsanto organizations, (i.e., Business Conduct, ES&H) licensing (i.e., Security Officer, CSA, ASO).

Liaison and Communications:

- Coordinate liaison with external Security, Community and Law Enforcement entities;
- Preparation and dissemination of Global Security communications internally and externally;
- Coordinate with MCS Communications;
- Preparation of Global Security Informational Reports, brochures, website and other communication materials.

Interested persons should apply online at www.monsanto.com.