

The Syngenta Finance  
Management Program

Becoming a  
finance leader  
while contributing to solving some of  
the world's greatest  
challenges\*

**\*Our work matters**

**syngenta**

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As global demand for food and fuel continues to rise, we are dedicated to our purpose: Bringing plant potential to life. Syngenta is one of the world’s leading companies with more than 24,000 employees in over 90 countries. We work in a collaborative environment where personal contribution is rewarded and growth and development are at the heart of our culture.

Through our world-class science, global reach and commitment to working with our customers, we help to increase crop productivity, protect the environment and improve health and quality of life.

**There’s never been a more important time to join Syngenta.**

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# For tomorrow's Finance professionals. Today.

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## Dear Graduates

You have either just completed your university studies or are close to doing so. I want to congratulate you on this important achievement, and invite you now to consider diving into the fascinating world of agribusiness and plant health, in which Syngenta is a global leader.

A rapidly growing population and surging demand for high-quality food: these are two of the global challenges that Syngenta helps to address through innovative crop protection products and seeds. At Syngenta, we are driven by a passion for bringing plant potential to life. On the farm, this means that we help growers to produce more and better crops in addition to being a reliably strong and sustainable business partner for them.

The company has been very successful since its creation in 2000, and our Finance function has played a key role in that performance. The dynamic and highly-skilled Finance team works closely with our businesses around the world – technically strong and with innovative ideas. We are now looking for graduates who will build on this further in the future.

So please come and explore how your contribution might make a difference. We are keen to meet you, introduce you to the Syngenta world, and discuss your potential finance career in a truly global company.

**Mike Mack, CEO**

# Contributing to solving some of the world's greatest challenges. Syngenta and its Finance function.

Syngenta products improve the yield and nutritional value of crops, enabling growers to produce more food on existing farmland. Finance plays a key role in the success of our company.

Plants are the food we eat, the air we breathe, the environment we enjoy. Plants are essential for life. They continually renew many of the earth's resources. They provide food, oxygen, fuel, shelter, clothing, medicine and more. Unlocking the full potential of plants will help the world overcome crucial challenges. With global population increasing rapidly, growers have more and more people to feed. Natural resources such as land and water are limited. So, agriculture has to raise its yields of quality crops. Syngenta today provides a unique combination of modern technology to help growers meet that challenge – from seeds to crop protection products.

With a rich product portfolio and research pipeline, we are the global leader in crop protection, and rank third in the high-value commercial seeds market. Our products include:

- Herbicides to control weeds that compete with crops for light and nutrients
- Fungicides to prevent and cure fungal plant disease
- Insecticides to control pests which reduce yields by damaging crops
- Seeds for field crops including corn, soybean, sugar beet, cereals, sunflower and oilseed rape, as well as vegetables and flowers
- Professional products used in seed treatment, lawn & garden and home care

## Values that add value

Our knowledge and technology improve the productivity of agriculture worldwide, and contribute to the environment and the quality of life. We do this through our values:

- **Innovation.**  
We are passionate about always seeking better ways.
- **Intensity.**  
We speak our minds. We listen. We act.
- **Health.**  
We want to help, and are motivated to make a difference.
- **Performance.**  
We don't shy away from challenges, we relish them.

Our Finance function lives by these values and contributes significantly to the company's purpose: Bringing plant potential to life. Our graduates play a critical role in delivering the strategy of exploiting existing businesses and capitalizing on new businesses. Our Business Analysts deliver to senior management all necessary financial information and analysis to enable monitoring of business performance. Robust computer models developed by Mergers and Acquisition Analysts assist in forming an independent judgement on the financial value of an acquisition project. Through timely and accurate reporting we secure our license to operate. We ensure compliance to standards, therefore building trust and supporting Syngenta.



# “With the right skills, Finance is a crucial business partner.” John Ramsay, CFO

Our Finance function leadership styles value constructive behaviors, teamwork and support, which underpin a focussed, high-quality, delivery culture. Our people embrace this culture and seek personal development through a broad finance skills set. They enjoy working in the finance function of a company where their work matters. In an interview CFO John Ramsey talks about Finance and its contribution.



## **What is the continuing fascination for you about Finance as a choice of career?**

Finance covers a variety of disciplines and skill sets. The fascination for me is in understanding how we can use these alongside other functions to drive business performance. I also take great satisfaction in seeing how people in Finance develop both their financial and interpersonal skills.

## **How can Finance help drive Syngenta business?**

Each function makes different contributions. Weaving them together can be really powerful. In Finance, our special skills include rigor, numeracy and a comprehensive understanding of the effect of different decisions on our financials.

## **What characterizes “a Finance professional”?**

To me, there are two main aspects. One is experience in a wide range of financial disciplines, ideally in different business settings. It is important to move between specialties. International transfers are also valuable. They broaden business knowledge and the awareness of cultural differences. The other key to financial professionalism is personal and leadership development. At a progressive company like Syngenta, you don't have to be in charge of people to practice leadership skills. All roles provide a variety of opportunities for leadership development.

## **What does Finance do about employees' personal development?**

The function has programs of our own, and also draws on great company-wide opportunities. The career development processes cover all Finance staff. Individuals also need to take a responsibility for their own development and help make the processes work for them.

*Before becoming CFO, John Ramsay was Syngenta Group Financial Controller. Prior to that, he worked for the company in Hong Kong and Malaysia, and as Regional Controller for Latin America. John is trained as a Chartered Accountant.*



# A finance career in an exciting growth sector. The Syngenta Finance Management Program.

The Syngenta Finance Management Program gives you an opportunity to pursue your finance career with a unique company in an exciting growth sector. Designed to lead participants into rewarding positions within our company, the program will be tailored to your development needs. We run a personal development plan for every participant. Regular discussions on progress and prospects with line managers and a personal mentor are part of the career plan thus making sure the set targets are reached.

## **Become an international Finance leader with a world class organization**

As a participant in our Finance Management Program you will spend three years in a dynamic and challenging working environment benefiting from insights and experience across a number of finance roles in different parts of our business. You may learn first-hand about decision support, see how a multinational treasury operates successfully and be part of our Group Reporting Team that has to understand and communicate our financial performance. Or what about experiencing some mergers and acquisitions work?

The Syngenta Finance Management Program is about real responsibility from day 1. We work in over 90 countries worldwide. So, those three years of training may also include a role outside Switzerland. That could, for example, be in an emerging market with exciting growth ambitions. Parallel to on-the-job training, we actively support you in obtaining a finance qualification, such as CIMA, CFA or ACCA.

## **Who are we looking for?**

Syngenta sets high standards. For the Finance Management Program we recruit talented graduates of all nationalities, with good communication skills and a strong academic record. As well as English, you should ideally speak at least one other relevant language fluently. We are looking for people who are energetic, enthusiastic and passionate about what they do, people excited by the challenges of working in an international business that puts a premium on performance. You have either recently graduated or are about to. And you should be interested in the markets in which Syngenta operates, and by the way we do business.

Does this sound like you? Then we very much look forward to receiving your application. For applications and further information, please visit: **[www.syngenta.com](http://www.syngenta.com)**





## A structured framework leading to success

3 years



# Meeting Syngenta Finance professionals. Gain insight.

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Worldwide, Syngenta employs more than 1,000 Finance professionals. They cover all the functions you would imagine. And partner with colleagues in the businesses to add value, every day. Meet some of them here, and see how their careers have developed. Read what Finance means to them and where you and they could be going together.

We develop  
innovative  
products to help farmers  
to meet growing demands\*

**\*Our work matters\***

**Mark Patrick***Head of Finance Crop Protection*

I joined the graduate program 16 years ago following my postgraduate degree from London University, UK. After 9 roles across 5 countries and now the Finance head of a \$9bn division, I can safely say my career has been a roller coaster. Having said this, there are a number of things that have been the catalyst to this career:

- A personal desire to experience life in other cultures
- Personal ambition to push myself and my boundaries
- Excellent mentors and managers
- A supportive family

Whilst I strongly believe that you need all of these, one factor that stands out from the rest in importance: excellent managers and mentors. Throughout my 16 years I have always sought support and guidance from individuals, and their insights have been a big influence. To give an example: to be successful an individual needs to draw on a wealth of both technical and leadership skills. These can only come from gaining a broad skill set in many different areas. At times you can lose sight of these development needs and this is where managers and mentors come in. On numerous occasions mentors have influenced my decision-making saying things as: "Whilst the role being discussed may not seem ideal, the learning and personal growth that you will get from it will add significantly to your development."

This has been true every time.

A career in Syngenta Finance can be both challenging and hugely rewarding. As a company we take great pride in developing our Finance professionals of the future, with a major emphasis on people and leadership.

**Marcia van den Berg***Financial Reporting Analyst, member of the Finance Management Program*

Upon completion of my Masters in Finance at Tilburg University, the Netherlands, my next goal was to find a challenging job in a truly international environment. Syngenta totally met these expectations.

I started my first role at Syngenta in Basel. As a Finance Analyst I worked on projects with colleagues from all over the world. I attended multiple interesting training sessions, with varying focus from technical to behavioral skills and I started my CIMA qualification.

After intensive discussion with management, it was decided that I would go to the USA for my second role. I had been working in the Crop Protection business for the previous 15 months and my new role would be a Financial Reporting Analyst position for Seeds in the regional HQ in Minnesota. This offered me not only a fresh perspective, but also the opportunity to work in a different cultural environment. My learning curve has been steep ever since I started my first role in Syngenta. The coaching I receive from my line manager and my mentor ensure that I continue to develop myself.

I will continue to look for further challenges in my next role and I am sure Syngenta will support me in every way they can.

**Damian Scherrer***Controller, Syngenta Horticultural Services, US*

I joined Syngenta more than 6 years ago right after graduating from the University of St Gallen, Switzerland. During this time, I have been changing jobs every 15 months, gaining invaluable hand-on experience in various areas of finance and the Syngenta businesses. Rather than predetermined rotations, I consider the job moves as promotions involving more responsibilities and challenges with every step.

The career part was always supported by a career development group where I could bring in my own preferences in how to develop further. In 2007, Syngenta offered me the exciting opportunity to advance my career internationally: I transferred to the USA to work in an acquisition within the Lawn & Garden business. Since then, I have moved into a different role in the USA and am now the business controller for Syngenta Horticultural Services in Chicago.

Become an international Finance leader with Syngenta. There has never been a better time to join. Please visit: [www.syngenta.com](http://www.syngenta.com)

