

GLÓVERSON LAMEGO MORO

[linkedin.com/in/GloversonMoro](https://www.linkedin.com/in/GloversonMoro)

GLOBAL LEADER | RESEARCH AND DEVELOPMENT

A innovative leader in Agriculture Research & Development, with extensive global experience in Seeds, Biotechnology and Crop Protection Industry. Deep expertise in Strategy and Technical Management of Research and Product Development. Strong and diverse international business experience, having led large teams and engaged in Business Strategy and Vision definition in Latino America, Asia Pacific and USA. An MBA and a PhD in Molecular Biology. Fluent in Portuguese, English and Spanish.

EDUCATION

Master of Business Administration (MBA), Management, Fundação Getulio Vargas (Brazil)

Doctor of Philosophy (Ph.D.) Molecular Biology, University of Arizona (USA)

Master of Science (M.S.), Genetics & Breeding, Universidade Federal de Viçosa (Brazil)

Bachelor of Science (B.S.), Agronomy, Universidade Federal de Viçosa (Brazil)

EXPERIENCE

SYNGENTA

Field Crops Seeds Development Head North America, Syngenta, Minnetonka, MN USA 11/2017 – 03/2019

Managed all Product Development Activities for Seeds in Corn, Soybeans and Wheat, 300 people in 19 sites. Managed the Global Continuous Nursery, 230 people, 4 Countries, 6 sites. Defined Strategy and oversaw all technical aspects related to annual delivery of the product pipeline for Corn, Soybeans and Wheat Seeds.

Member of the North America Seeds, with heavy involvement with the Business Strategy and respective alignment of R&D Strategic Direction.

- Created the new independent Seeds Development organization.
- Engagement in the definition of the Seeds Strategy for R&D, including Computational Biology and Genome Editing

Integrated R&D Head Asia Pacific, Syngenta (Crop Protection & Seeds), Singapore 04/2014 – 10/2017

Managed all Product Development Activities for Seeds and Crop Protection. Around 600 people in 15 Countries, 16 sites. Defined Strategy, and oversaw all technical aspects related to annual delivery of the product pipeline for Crop Protection, Crop Enhancement, Seed Care and Seeds (Corn, Rice, Wheat and Vegetables). Member of the Asia Pacific Executive Committee, with heavy involvement on the Business Strategy definition and respective alignment of R&D Strategic Direction.

- Defined and implemented APAC R&D Strategy, aligned with Strategic Marketing.
- Upscaled the Asia R&D Team Capabilities, with heavy emphasis on talent management.
- Consolidated and upgraded the Infrastructure.
- Mechanized Asian Operations.
- Engagement with Global Chemistry Research, driving APAC Agenda.
- Created and deployed management and operations digital tools.
- Led the first launch of GM corn in Vietnam.
- Consolidated implementation of the Hybrid Rice Breeding Program, including markers, continuous nurseries and production technology.
- Rationalization of the Crop Protection Portfolio.

Integrated R&D Head Latin America, Syngenta (Crop Protection & Seeds), Sao Paulo, Brazil 04/2011-03/2014

Managed all Product Development Activities for Seeds and Crop Protection. Around 600 people in 11 Countries, 14 sites. Defined Strategy and oversaw all technical aspects related to annual delivery of the product pipeline for Crop Protection, Crop Enhancement Seed Care and Seeds (Corn, Soybean, Sunflower and Vegetables). Member of the Latin America Executive Committee, with heavy involvement on the Business Strategy definition and respective alignment of the R&D Strategic Direction.

- Integrated Seeds and Crop Protection R&D Teams, with a clear talent management strategy.
- Definition and Implementation of LATAM Integrated R&D Strategic Plan aligned with Strategic Marketing
- Aligned portfolio with New Business Development
- Launched ELATUS fungicide in Brazil.
- Driving compliance agenda in several key countries.

R&D Head Latin America, Syngenta (Seeds), Sao Paulo, Brazil 01/2008 – 03/2011

Managed all Seeds Product Development Process, Breeding, Trait Development, Product Development and Regulatory for Corn, Soybeans, Vegetables and Sunflower. Team of around 350 people in 7 Countries. Defined Strategy and supervise operations and technical delivery of the R&D Pipeline for Seeds. Member of the LATAM Seeds Leadership Team.

- Defined and Implemented LATAM Seeds R&D Strategic Plan.
- Consolidation of the R&D Infrastructure and upgrade of the selected sites in Brazil, Argentina and Mexico (18 mio USD investment).
- Expansion of the Trial Network for Corn and Soybeans in Brazil and Argentina.
- Deployment of the Global Nursery Service Sites in Chile and Guatemala and Genotyping Lab in Chile.
- Expanded the Molecular Genotyping and Double Haploids by the Corn, Soybeans and Sunflower Breeding Programs.
- Approval and launching of the Vitpera Corn GM event in Paraguay and Brazil (First in the world).
- Integration of the Sunflower Breeding Program acquired from Monsanto in Argentina.

Production & Supply Head Seeds Brazil, Syngenta, Sao Paulo, Brazil 04/2004 – 01/2008

Managed Production, Processing and Distribution Operations for Corn and Soybeans Seeds. Heavy Management activity, with strong business engagement. Member of the Brazil Seeds Leadership Team.

- Drove a major leap in production yield for Corn (75 to 135 finished units/ha).
- Produced a major leap in Quality for Corn (65 to 95% A Class finished products)
- Drove a major change in Inventory Management (80% to 5% Write-offs)
- Reduced permanent personnel from 220 to 128 people.
- Revised and upgraded the Processing and Storage Units (25 mio USD investment).
- Defined Strategy for Production Expansion (Implemented in 2008).
- Redefined budgeting process definition and reporting, providing more transparency and improving financial results.
- Implemented Continuous Improvement Process.

R&D Head Brazil Syngenta (Seeds), Uberlandia, Brazil 04/2001 – 03/2004

Managed Corn and Soybeans Product Development Process, including Breeding Programs, Trait Development, Genotyping and Regulatory (50 people). Aligned objectives with Business Strategy, defined budget needs, secure coordination of all key activities and oversaw annual delivery of the product pipeline for Seeds.

- Defined the Central Brazil expansion plan.
- Expanded the Molecular Genotyping by the Corn and Soybeans Breeding Programs.
- Established Partnership for Soybean Program expansion.

Biotechnology Program Lead Syngenta (Seeds), Uberlandia, Brazil 09/1996 - 03/2001

Established and managed programs for GM Trait Development, GM Regulatory and Genotyping Lab (8 people)

- First company to receive Biosafety Certification and conduct the first GMO Official Trial in Brazil.
- Collaborated with Biosafety Authorities to shape policies and regulations related to GMOs in Brazil.
- Created the joint coordination for efficient operation of the different programs.

PROFESSIONAL DEVELOPMENT

Syngenta Executive Leadership Program – IMD, Lausanne (09/2015)

MaSE – Syngenta Market and Sales Excellence – INSEAD, Singapore (06/2010)

LDP – Leadership Development Program – CCL, Lucerne (05/2005)

Agribusiness Leadership Plus (ALPs) – Purdue University (03/2001-09/2003)

Novartis Corporate Leadership Program – INSEAD, Basel (07/1999)

COMMUNITY AND PROFESSIONAL INVOLVEMENT

Member of the International Seed Federation Breeder’s Committee 04/2010 - 10/2018

President of the External Advisory Committee for the National Center for Genetic Resources and Biotechnology (EMBRAPA), 05/2012 – 02/2014

President of the Biodiversity and Biotechnology Chamber at the CEBDS (Brazilian Chapter of the World Business Council for Sustainable Development) 04/2010 – 05/2012.

Member of the Brazilian National Biosafety Committee (CTNBio) 03/2002- 09/2005

HONORS AND AWARDS

Arizona Innovator of the Year. Granted by The Arizona Innovation Network

Fellowship CNPq / RHAE for Ph.D. Degree

Fellowship CNPq for MSc Degree

Agronomy outstanding student, granted by the UFV Agronomic Sciences Center

LANGUAGE SKILLS

Portuguese (native), English (Fluent), Spanish (Fluent), Mandarin (beginner)