

WOMEN IN THE INDUSTRY

WANG BEI, GENERAL MANAGER, CNAMPGC

WHY DID YOU CHOOSE TO WORK IN THE FERTILIZER INDUSTRY?

I majored in chemistry at university. After my graduation, I passed the interview at CNAMPGC and then entered the fertilizer industry. If there must be a reason, I think it is fate.

HOW DID YOU START YOUR CAREER IN THE INDUSTRY?

CNAMPGC is the largest fertilizer distribution company in China, with a comprehensive and systematic fertilizer management system. For the first several years after I joined CNAMPGC, I worked in the logistics department and was responsible for the distribution of imports to domestic sales. From this work experience, I got to know how the domestic fertilizer industry was connected. Since then I transferred to Potash import and NP trade.

WHAT DO YOU FIND THE MOST REWARDING ABOUT YOUR JOB?

China is a populous country. The food and clothing problem of the Chinese people was not fundamentally solved until the breakthrough in hybrid rice technology by Academician Yuan Longing in the 1990s. Food security, however, has always been the most important issue in China. Fertilizer, which can also be called “food for food”, is very important in agricultural development. During my more than 20-year career in the CNAMPGC I have become more and more aware how important my work and this industry is to the country and mankind. This social significance has given everyone in the fertilizer industry a sense of mission and responsibility and has also made me feel that my life is more valuable.

WHAT CHALLENGES HAVE YOU HAD TO OVERCOME?

On the one hand, the changes in the market are challenges that everyone has been faced with, e.g. the financial crisis in 2008, when the huge losses gave me sleepless nights. We need to keep with the frequent adjustments of the market structure with advancement and innovation. On the other hand, there are also work-life balance challenges. My job responsibilities and striving for excellence make me continue to invest more time in work and sometimes neglect life.

WHAT ACHIEVEMENT ARE YOU MOST PROUD OF?

What makes me most proud is that I have cultivated a professional, passionate and positive team at the company. We now have a team full of young and promising staff and a lot of them joined CNAMPGC directly after graduating. As they develop their professional careers, the team is loyal to the company. They have become an important part of the company's developed talent pool. I am convinced that

this team will make a huge contribution to the company in the future.

WHAT IS THE MOST IMPORTANT LESSON YOU'VE LEARNED IN YOUR CAREER TO DATE?

There is an old saying in China: “Give someone a rose, leave a fragrance in my hand.” The most important thing I have learned in my career is to always treat everyone and everything well. Goodwill will help you at some point sooner or later. The agricultural industry circle is very small, and the mobility of personnel is relatively low. During my career, thanks to the platform of CNAMPGC, I have made many friends, some of whom have inspired me throughout my life and provided great help to me, this is my biggest gain.

DO YOU THINK YOUR JOB AND THE INDUSTRY WILL CHANGE IN THE FUTURE?

Of course. The only constant in this world is change. I think that as the level of science becomes more and more advanced, new fertilizer products, fertilizer use methods, and planting technologies will continue to emerge, and the integration, reform, and survival of the fittest within and between enterprises will continue. But this does not mean that past experience and history are completely wiped out. On the contrary, they will be the foundation of future development. CNAMPGC has also been committed to seeking more advanced, efficient and scientific ways to develop agrochemical services, and actively learning production and planting techniques from advanced fertilizer companies at home and abroad.

WHICH FEMALE LEADERS DO YOU ADMIRE AND WHY?

Nowadays, there are more and more female leaders all over the world playing a vital role in politics, business, art and other industries and fields. Personally, I admire and appreciate the good friends I know in the fertilizer industry, such as BPC's Elena and Mosaic's Jenny. From a distance, since



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my youth, I have always admired a Chinese female leader, Lang Ping, the head coach of the Chinese women's volleyball team. In her, I saw the control of details, perseverance, tenacity, courage, pragmatic spirit and intelligence, all of which I can learn from.

WHERE DO YOU SEE THE BIGGEST CHANGES AS A RESULT OF THE COVID-19 CRISIS?

In China, summarizing the business experience of CNAMPGC over the past six months, I think COVID-19 has given birth to more modern and new methods of fertilizer promotion and agrochemical services. For example, with the growing popularity of e-commerce in China, online fertilizer purchasing will gradually be accepted by farmers. The CNAMPGC agricultural service team has actively developed live broadcasts, online lectures and other methods.

The use of high-tech analysis of soil content and guidance on planting methods are being recognized by farmers. With the weakening of the role of the “reservoir” of grassroots distributors, efficient point-to-point logistics and “last mile” dredging are becoming more and more important, and the pressure on CNAMPGC as the main channel for the circulation of agricultural materials is also increasing. An urgent task is to further develop the distribution network.

HOW DO YOU SEE AGRICULTURE AND FOOD SYSTEMS CHANGING IN THE FUTURE?

First of all, food security is increasingly being valued globally, and there is a general trend towards agricultural modernization. Not only food production, but also food quality, digital agriculture and smart agriculture are the future development directions. Secondly, technological innovation is key. Crop-oriented and local conditions are constantly developing, and newly developed fertilizers that match them are becoming more and more popular. With the continuous population growth and improvement of farmers' education, soil fertility sustainability and environmental protection will gradually become more important issues.