



POSITION DESCRIPTION

Position:	Crop Care Leading Hand
Department:	Crop Care
Reports to:	Crop Care Supervisor
Direct Reports:	NIL
Our Vision:	
<i>“To be an Australian family business growing high quality fresh produce, focusing on: flavour, innovation and sustainability”</i>	
We value:	
Teamwork: We consider everyone at Flavorite as our extended family and every member of our team is important. We share ideas and solve problems collaboratively.	
Leadership: We lead ourselves and we lead others to deliver our vision.	
Passion: We are passionate about Flavorite and we are dedicated to growing high quality, fresh produce.	
Reliability: We can be relied upon to do what we say we will do and what we need to do.	
Ethics: We have the highest ethical standards and value honesty, responsibility, accountability in all we do.	
Position Purpose:	
The Crop Care Leading Hand is responsible for ensuring Crop Care Team Members complete the Crop Care tasks to achieve the relevant KPIs and quality requirements for the specific crop.	
Key Result Area:	Specific Tasks:
Crop Work Operations	<ul style="list-style-type: none"> • Complete Crop Care tasks to specific KPIs <ul style="list-style-type: none"> ○ Twisting/Clipping ○ Truss Pruning ○ De-Leafing ○ Pollinating (Whacking & Blowing) ○ Arch Supporting ○ Layering ○ Other Crop Care tasks as required • Participate in weekly training in all aspects of Crop Care Supervision • Perform Higher Duties in the absence of Crop Care Supervisor (see Crop Care Supervisor position description)
People Management	<ul style="list-style-type: none"> • Assist the Crop Care Supervisor in the training and development of team members to complete Crop Care tasks • Assist the Crop Care Supervisor by checking quality of tasks completed throughout the greenhouse • Give clear direction, instruction and support to all team members
Administration	<ul style="list-style-type: none"> • Undertake maintenance and parts requests • Check PPTR report and submit payroll forms/variations fortnightly (in Crop Care Supervisor’s absence)
Position Number: 002	Revision Date: 21/02/2017
Position Name: Crop Care Leading Hand	Reviewed by: W.Millis; C.Millis



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Health & Safety	<ul style="list-style-type: none"> • Report near misses and potential hazards • Report all incidents involving injury to Supervisor • Supervise high risk duties • Be an advocate for OH and S compliance • Manage the health and wellbeing of team members
Person Specification:	
Mandatory Qualifications / Skills:	<ul style="list-style-type: none"> • Minimum 6 months demonstrated capability to undertake all Crop Care tasks
Desirable Qualifications / Skills:	<ul style="list-style-type: none"> • Forklift license • Machinery operations • Basic computer skills • First Aid Certification
Personal Attributes:	<ul style="list-style-type: none"> • Motivation & Initiative • Planning & Organisational awareness • Demonstrated leadership capabilities • Safety Awareness • High attention to detail • Quality orientation • Able to follow instructions • Consultative communication skills • Team player
Physical Specification:	
Physical Demands of role:	<ul style="list-style-type: none"> • Tropical environment – Temperature 23 to 30 degrees and Humidity 60 to 76% • Constant standing and walking • Direct glare • Occasional sitting while performing computer tasks • Working at heights up to 4m • Frequent and repetitive bending, neck movement, climbing, pushing/pulling • Frequent lifting of various weights and volumes • Continuous gripping action • Occasional reaching above shoulder

The above statements are intended to describe the general nature and level of the work being performed by people assigned to this position. This is not an exhaustive list of all duties and responsibilities. Flavorite management reserves the right to amend and change responsibilities to meet business and organisational needs as necessary.

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