



POSITION DESCRIPTION

Position:	Grower - Nursery
Department:	Nursery
Reports to:	Senior Grower - Nursery
Direct Reports:	Trainee Grower, Nursery Technician, Nursery Team Member
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 Grower - Nursery is responsible for assisting in the development, management and implementation of the growing strategies in order to achieve relevant KPIs and quality requirements for the specific crop.	
Key Result Area:	Specific Tasks:
People Management	<ul style="list-style-type: none"> • Management of team including recruitment; induction; orienting and training of all employees • Manage workloads through supervision and delegation • Manage rosters • Performance management of direct reports ensuring quality and achievement of KPIs • Undertake annual performance appraisals for all direct reports • Responsible for employee engagement and development • Manage labour hours
Nursery Operations	<ul style="list-style-type: none"> • Perform/Assist with nursery tasks to ensure target times are going to be achieved • Liaise with Senior Grower- Nursery regarding the nursery crop planning for the following week • Ensure the correct nursery equipment and tools are available and ready for use • Ensure enforcement of hygiene protocols through uniforms, foot baths, hand wash, hand dips etc • Operate forklift to load and unload materials • Train and supervise safe operation of Nursery equipment • Assist Senior Grower – Nursery with the management of the Nursery’s growing environment using climate control software
Position Number: 018	Revision Date: 13/09/2018
Position Name: Grower - Nursery	Reviewed by: M.Henshall



POSITION DESCRIPTION

	<ul style="list-style-type: none"> • Respond to on call Nursery alarms • Manage labour to achieve order timelines • Assist with implementation of growing strategy • Assist with project management of orders • Operate nursery equipment; ie blocking on, sowing machine, spreader • Make fertiliser mix to specifications • Manage waste removal • Manage IPM Monitoring and reporting • Manage crop registration • Assist with management of trial and germination testing • Implement crop strategy relating to irrigation, growing environment, crop care and IPM
<p>Administration</p>	<ul style="list-style-type: none"> • Report weekly on KPI achievement • Create weekly work order • Undertake maintenance and parts requests • Check and submit payroll forms/variations fortnightly • Accurate supervision of FlavorFind use • Stocktake administration • Maintain all nursery task records; ie, grafting, blocking on, pinching etc • Create and maintain order plans via the use of Microsoft Project • Use SAP to create sale orders, invoices and production orders • Develop and maintain comprehensive 'standard operating procedures' (SOP's) for the Nursery Department • Maintain propagation records
<p>Health & Safety</p>	<ul style="list-style-type: none"> • Equipment maintained and clean • Nursery pathways are kept free of rubbish and trip hazards • Report near misses and potential hazards • Report all incidents involving injury to Senior Grower –Nursery • Supervise high risk duties • Be an advocate for OH and S compliance • Manage the health and wellbeing of team members • Manage all Dangerous and Hazardous goods.
<p>Person Specification:</p>	
<p>Mandatory Qualifications / Skills:</p>	<ul style="list-style-type: none"> • Relevant tertiary qualification or equivalent practical experience • Previous staff management experience • Coaching & training skills • Demonstrated experience in a similar environment and/or industry • Well-developed computer skills • Strong numeracy skills • First Aid Certification • Forklift license
<p>Position Number: 018</p>	<p>Revision Date: 13/09/2018</p>
<p>Position Name: Grower - Nursery</p>	<p>Reviewed by: M.Henshall</p>



POSITION DESCRIPTION

Desirable Qualifications / Skills:	<ul style="list-style-type: none"> • Climate control software experience
Personal Attributes:	<ul style="list-style-type: none"> • Safety Awareness • High attention to detail • Sound judgment • Quality orientation • Organisational awareness • Able to follow instructions • Consultative communication skills • Ability to build and maintain relationships
Physical Specification:	
Physical Demands of role:	<ul style="list-style-type: none"> • Hot environment – Temperature 20 to 35 degrees and Humidity 40 – 50% • Constant standing and walking • Occasional sitting while performing computer tasks • Direct glare • Working at heights up to 5m • Frequent and repetitive bending, squatting, kneeling, neck movement, gripping action, pushing/pulling • Frequent lifting of various weights and volumes • Able to wear Personal Protective Equipment including full face mask

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.

Position Number: 018	Revision Date: 13/09/2018
Position Name: Grower - Nursery	Reviewed by: M.Henshall