



# POSITION DESCRIPTION

<b>Position:</b>	Crop Care Supervisor
<b>Department:</b>	Crop Care
<b>Reports to:</b>	Senior Grower
<b>Direct Reports:</b>	Crop Care Leading Hand; Crop Care Technicians; Crop Care Team Members
<p><b>Our Vision:</b>  <i>“To be an Australian family business growing high quality fresh produce, focusing on: flavour, innovation and sustainability”</i></p> <p><b>We value:</b>  <b>Teamwork:</b> We consider everyone at Flavorite as our extended family and every member of our team is important. We share ideas and solve problems collaboratively.  <b>Leadership:</b> We lead ourselves and we lead others to deliver our vision.  <b>Passion:</b> We are passionate about Flavorite and we are dedicated to growing high quality, fresh produce.  <b>Reliability:</b> We can be relied upon to do what we say we will do and what we need to do.  <b>Ethics:</b> We have the highest ethical standards and value honesty, responsibility, accountability in all we do.</p>	
<b>Position Purpose:</b>	
The Crop Care Supervisor is responsible for the management of the care and cultivation of crops and ensuring Crop Care Team Members complete the Crop Care tasks to achieve the relevant KPIs and quality requirements for the specific crop.	
<b>Key Result Area:</b>	<b>Specific Tasks:</b>
<b>Crop Work Operations</b>	<ul style="list-style-type: none"> <li>• Management and supervision of teams responsible for the propagation and cultivation of crops</li> <li>• Record and report on crop issues to appropriate departments, including environmental plant conditions</li> <li>• Liaise with senior grower regarding the crop care requirements for the following week</li> <li>• Manage layering of plants and crops to ensure fruit drop is minimised</li> <li>• Supervision of pollination and propagation of plants to ensure setting</li> <li>• Perform, record and report on crop care tasks to ensure target times are going to be achieved</li> <li>• Participate in crop care. Perform such tasks as: <ul style="list-style-type: none"> <li>○ Twisting/Clipping</li> <li>○ Truss Pruning</li> <li>○ De-Leafing</li> <li>○ Pollinating (Whacking &amp; Blowing</li> <li>○ Arch Supporting</li> <li>○ Layering</li> </ul> </li> <li>• Ensure the correct crop care equipment and tools are available and ready for use</li> <li>• Monitoring watering of crops</li> <li>• Review, report on and record weather forecast and plan crop care according to the weather</li> <li>• Supervise the application of pesticides to control pests, diseases and weeds, and organise work patterns in line with spraying timetable if required</li> <li>• Provide support to other Crop Care Supervisors as required</li> <li>• Ensure enforcement of hygiene protocols through foot baths, hand wash, hand dips etc</li> </ul>
<b>People Management</b>	<ul style="list-style-type: none"> <li>• Management of a team including recruitment; orienting and training of all employees</li> <li>• Manage workloads through supervision and delegation</li> </ul>

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	<ul style="list-style-type: none"> <li>• Manage rosters</li> <li>• Performance management of direct reports ensuring quality and achievement of KPIs</li> <li>• Responsible for employee engagement and development</li> <li>• Manage labour hours</li> </ul>
<b>Administration</b>	<ul style="list-style-type: none"> <li>• Preparing and finalising required reports for Senior Grower</li> <li>• Undertake maintenance and parts requests</li> <li>• Check PPTR report and submit payroll forms/variations fortnightly</li> <li>• Accurate supervision of FlavorFind use</li> <li>• Stocktake administration</li> </ul>
<b>Health &amp; Safety</b>	<ul style="list-style-type: none"> <li>• Crop Care Equipment must be correctly stored</li> <li>• Equipment maintained and clean</li> <li>• Greenhouse pathways are kept free of rubbish and trip hazards</li> <li>• Report near misses and potential hazards</li> <li>• Report all incidents involving injury to Senior Grower</li> <li>• Supervise high risk duties</li> <li>• Be an advocate for OH and S compliance</li> <li>• Manage the health and wellbeing of team members</li> </ul>
<b>Person Specification:</b>	
<b>Mandatory Qualifications / Skills:</b>	<ul style="list-style-type: none"> <li>• Minimum relevant Certificate III qualification or international equivalent or equivalent practical experience</li> <li>• Minimum 2 years demonstrated capability to undertake all Crop Care tasks</li> <li>• Coaching &amp; training skills</li> <li>• Basic computer skills</li> <li>• First Aid Certification</li> </ul>
<b>Desirable Qualifications / Skills:</b>	<ul style="list-style-type: none"> <li>• Forklift license</li> <li>• Machinery operations</li> </ul>
<b>Personal Attributes:</b>	<ul style="list-style-type: none"> <li>• Motivation &amp; Initiative</li> <li>• Planning &amp; Organisational awareness</li> <li>• Demonstrated leadership capabilities</li> <li>• Safety Awareness</li> <li>• High attention to detail</li> <li>• Quality orientation</li> <li>• Consultative communication skills</li> <li>• Team player</li> </ul>
<b>Physical Specification:</b>	
<b>Physical Demands of role:</b>	<ul style="list-style-type: none"> <li>• Tropical environment – Temperature 23 to 30 degrees and Humidity 60 to 76%</li> <li>• Constant standing and walking</li> <li>• Direct glare</li> <li>• Frequent sitting while performing computer tasks</li> <li>• Working at heights up to 4m</li> <li>• Frequent and repetitive bending, neck movement, climbing, pushing/pulling</li> <li>• Frequent lifting of various weights and volumes</li> <li>• Continuous gripping action</li> <li>• Occasional reaching above shoulder</li> </ul>

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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