



Greenhouse Crop Manager

PROGRESSION OF SUPERVISORS: Director of Growing Operations (DGO), Managing Director, Vice President, President

JOB SUMMARY: Grow assigned crops (product lines) based on cultural requirements and other specifications provided by the DGO, in such a way to maximize sales by producing quality plants, on a consistent basis, with minimal losses, and as efficiently as possible. Develop and maintain grow recipes called “Action Plans” for each crop/product. Develop and maintain seasonal grow plan utilizing company specific computer programs to both a) meet sales projections and b) to generate crop maintenance lists to be used by other departments. Support Four Star Greenhouse’s Mission Statement in all job-related functions.

ESSENTIAL FUNCTIONS:

1. Grow crops according to established action plans, cultural requirements and other defined specifications to maximize sales. Actively contribute to the development and maintenance of action plans with the goal of continuous improvement. Incorporate the feedback from Section Growers and Site Managers into this process.
2. Update crop readiness statuses, availability and locations to maintain accurate inventory information and provide our customers with the best product possible. Communicate with Sales and Shipping teams to make sure that this information is accurate and that crops are released and shipped only when they meet required specifications.
3. Communicate with Account Support as needed regarding cannot supply (CNS) or other supply/quality challenges whether discovered in the moment or if anticipated in the future. Develop and provide solutions to remedy these challenges.
4. Partner with Site Managers to provide crop care direction to Section Growers as needed. Develop and refine training resources and assist in implementing this training as needed to ensure the accuracy of the work of Section Growers. Provide adequate support which results in Section Growers producing quality crops.
5. Participate in Section Grower performance evaluations by suggesting goals and by giving feedback on the progress or lack of progress in achieving these goals.
6. Monitor and measure EC/pH levels of the fertilizer being used on a weekly basis. Utilize soil test results and offer suggestions for making corrective treatments to the crops.
7. Partner with the Site Managers to set the proper environmental conditions for each product line. Give suggestions on the adjustment of all the environmental controls (Argus) such as lighting, heating, cooling as needed.
8. Monitor crops for diseases and insects and actively participate in developing and implementing control strategies with the Integrated Pest Management Supervisor (IPMS).
9. Determine, and assist in applying proper growth regulator rates to your crops.
10. Participate in Production meetings by providing labor need requirements for the product lines that are under your care. Work with Production as needed providing assistance in carrying out labor needs.
11. Assist the Site manager in maintaining a clean and organized site by promptly and accurately providing labor needs to other departments.



12. Actively contribute to the continued success of the company by expressing new ideas that can result in lower costs, improved profits, and improved efficiency. Design and implement practical experiments in the spirit of continuous improvement.
13. Lead tours, answer customer calls and represent the company at events as needed.

ESSENTIAL WORK HABITS:

1. Display leadership behavior and a work ethic that is contagious and results in a positive work environment. Promote positive morale in the department working effectively as a team leader.
2. Communicate thoroughly and effectively while demonstrating a positive and cooperative attitude with all employees and across all departments.
3. Adjust schedule daily, weekly, or seasonally. IE- work more or less hours as needed to meet all goals. Work with the Section Growers to cover weekends and holidays when necessary.
4. Report to work as scheduled, maintaining a level of absences that results in minimal departmental disruption and minimal unfair burden on other employees.
5. Communicate all relevant job-related information to the Site Manager, and other department heads as needed. Report problems or challenges with crops without delay. Suggests solutions to crop challenges.
6. Report crop challenges to DGO and employee challenges to the Site Manager.

ESSENTIAL SKILLS:

1. Identify and anticipate crop and site related challenges and suggest and implement innovative solutions.
2. Develop and demonstrate the ability to correctly perform all job responsibilities listed in the Section Grower and Section Grower II job descriptions as necessary.
3. Quickly learn and adapt to new computer systems, company specific computer programs and other new technology.
4. Earn and maintain the trust and respect of all co-workers.
5. Self-educate in order to become an expert on each piece of greenhouse equipment used.
6. Develop systems that reduce or eliminate recurring problems. Adapt systems to accommodate changes in operations.

QUALIFICATIONS:

1. Two years prior experience as a Greenhouse Grower or position similar to what is described.
2. Degree in Horticulture or related field is preferred.
3. Practiced in the use of computers and applications including Word, PowerPoint, & Excel.
4. Has Pesticide Applicator Certification or equivalent license or has the knowledge to obtain.



PHYSICAL ASPECTS:

1. Approximately half of the job is spent standing or walking and includes bending to the ground and reaching overhead, pulling carts on 4-wheel castors weighing over 200 lbs. Approximately half of the job is spent utilizing a computer and/or telephone at a desk.
2. Job requires operating equipment and occasionally sustaining moderate levels of physical exertion for long periods of time.
3. Employee may be exposed to temperatures that can be at or 10-20 degrees above outside temperature. Employee may be exposed to temperatures that can be at or slightly above freezing for long periods of time.
4. Job requires ability to pass OSHA medical respiratory health questionnaire, required for safe use of respirator.
5. Lifting a minimum of 25 lbs.
6. Must pass respirator "fit" test.
7. Employee will be exposed to the sun and/or high intensity lights.
8. Employee will occasionally work in a wet environment where clothes and footwear can become saturated.
9. Rolling, unrolling irrigation hoses and using high pressure hoses.