



Section Grower Level II

PROGRESSION OF SUPERVISORS: Assistant Site Manager/Product Line Manager (PLM), Site Manager, Director of Growing Operations, Managing Director, Vice President, President

JOB SUMMARY: Grow quality crops in time to ship to our nationwide customer base. Lead by example in order to motivate employees in a way that results in a high level of functioning among the individual team members. Independently perform all responsibilities listed on the Section Grower job description.

ESSENTIAL FUNCTIONS:

1. Find opportunities to support your team members in their growth and with their regular work activities. Form successful partnerships with your team members to accomplish team objectives. Be inclusive with all team members in all daily activities and with all communications.
2. Pull your soil samples as instructed. Use your pH & EC training weekly by making independent fertilizer decisions based on soil tests.
3. Cares for an area that is in general larger than the area cared for by a Section Grower or has a specialized role or area of expertise as determined by the Site Manager.
4. Maintains the correct environmental conditions for each crop utilizing the guidelines established by the Site Manager using the Argus computer system. Demonstrate an understanding of the desired climate by detecting & correcting equipment problems including: sensor placement and the proper operation of; exhaust fans, vents, shutters, HAF fans, heaters, heating systems and fog systems. Ensures that all equipment controlled by Argus is operating properly. Demonstrates an understanding of how environmental conditions affects plant growth by suggesting environmental changes based on crop growth and scheduled ship dates.
5. Possess the capability to work in any area of the greenhouse by demonstrating the knowledge, ability and willingness to do so as assigned.
6. Modifies action plans for crops by making notes on existing action plans so that they can be altered for improvements. Promptly shares this information with PLM for each crop.
7. Mentor and assist with training as needed to result in competent Section Growers as assigned.
8. Correctly follow sanitary procedures following any virus outbreak.

ESSENTIAL WORK HABITS:

1. Adjust schedule daily, weekly, or seasonally as directed by supervisor. IE- willing to work more or less hours depending on the needs of the department. Works weekends and holidays as assigned.
2. Report to work as scheduled, maintaining a level of absences that results in minimal departmental disruption and minimal unfair burden on other employees.
3. Communicate effectively with all fellow employees. Communicates all relevant job related information to PLM and Site Manager as needed. Reports problems or challenges with crops without delay. Suggests solutions to crop challenges.



4. Maintain a positive and cooperative attitude with all fellow employees. Promote positive morale in your department working effectively as a team leader.
5. Set goals and standards for the growing team as well as yourself. Share these goals promptly with the regularly with the Site Manager and/or Site Manager Assistant.
6. Self-educate in order to become an expert on each piece of greenhouse equipment used in the assigned growing area.

ESSENTIAL SKILLS:

1. Scouts and identifies insect & disease problems with their crops.
2. Uses the Argus system to accurately & efficiently water crops. Correctly uses VPD to water crops using booms, flood floors, echo lines, HB lines, etc.
3. Applies PGR applications accurately as directed by PLM/ Site Manager and/or Site Manager Assistant. Determines PGR rates as assigned.
4. Maintains crops at appropriate pH & EC levels as established by PLM.
5. Properly use, clean and maintain all equipment as trained.

QUALIFICATIONS:

1. Two years prior experience as a Section Grower or a similar position at another greenhouse and/or a horticultural degree.
2. Able to obtain and maintain a Michigan pesticide applicator certification.

ADDITIONAL RESPONSIBILITIES:

1. Form a successful partnership with shipping and production crews when they are working in your assigned area. Make sure that labor needs are carried out properly.
2. Assist PLM's in reconciliation of product as directed by the Site Managers. This would include utilization of Picas reports, using scanners, maintain accurate inventory, watching all crop maintenance requirements and availability to ensure that we are always shipping the highest quality material.
3. 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 and share results of experiments that will benefit an individual, the team, or the company.
4. Locks and unlocks the building accurately using the security system as assigned.
5. All other duties as assigned.

PHYSICAL ASPECTS:

1. Bulk of the job is spent standing or walking, bending to the ground and reaching overhead, pulling carts on 4 wheel castors weighing over 200 lbs.
2. Lifting a minimum of 25 lbs.
3. Must pass respirator "fit" test.
4. Must pass respirator evaluation to be eligible for spray applications.
5. Employee will be exposed to the sun and/or high intensity lights.
6. Employee will work in a wet environment where clothes and footwear can become saturated.



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7. Employee may be exposed to temperatures that can be at or 10-20 degrees above outside temperature.
8. Rolling, unrolling, and using irrigation hoses & high pressure hoses.