



SECTION GROWER

PROGRESSION OF SUPERVISORS: Site Manager Assistant, Site Manager, Director of Growing, Managing Director, Vice President, President

JOB SUMMARY: Correctly perform the cultural requirements needed for each crop in such a way to produce quality plants, on a consistent basis, with minimal losses, and as efficiently as possible. Maintain the growing area to meet the sanitary and organizational standards of the company.

ESSENTIAL FUNCTIONS:

1. Ability to establish priorities, work independently, and accomplish objectives with minimal supervision. IE- Performs daily walkthroughs to create and then follow daily action plans. Correctly cares for crops as directed by supervisors and care sheets. Correctly records work on documentation sheets.
2. Accurately judges watering needs of the crops with minimal instruction after training period.
3. Accurately waters crops using hoses, booms, sprinklers or other automated devices in order to avoid the extremes of too dry or too wet for each crop. Repeated bending, pulling and lifting are required to accomplish this function.
4. Accurately report status of all assigned jobs with minimal supervision.
5. Mixes and applies correct fertilizer at correct rate consistently with minimal instruction. This involves lifting 25lb bags from the ground to above waist level.
6. Keep work areas clean. This involves utilizing an industrial power washer, lifting trays, pulling carts and tossing containers of plants.
7. Effectively scout for insect, disease or virus in our crops after training.
8. Mixes and applies pesticides as needed wearing all appropriate PPE including spray suits and respirators while using high pressure sprayers or other spray equipment as a member of the spray team or in an assigned area.
9. Responsible to apply bio controls as assigned.

ESSENTIAL WORK HABITS:

1. Maintain a positive and cooperative attitude with all fellow employees. Promote positive morale by working effectively as a team member.
2. Effectively communicate with all fellow employees. Communicates all relevant job related information as needed. Reports problems or challenges with crops without delay.
3. Presents a consistent level of professionalism when interacting with employees and customers.
4. Adjust schedule seasonally as needed. IE- willing to work more or less hours depending on the needs of the department. Works weekends and holidays as necessary.



5. Reports to work as scheduled, maintaining a level of absences that results in minimal departmental disruption and minimal unfair burden on other employees.
6. Accurately uses the time clock to change jobs.
7. Set personal goals and standards and shares them with supervisor.

ESSENTIAL SKILLS:

1. Properly use, clean and maintain all equipment as trained.
2. Anticipate potential crises for the purpose of avoiding crop loss or lack of availability.
3. Trouble shoot repairs to equipment and report results to supervisor as necessary.
4. Recognize and solve crop related problems.

QUALIFICATIONS:

1. Must present one professional letter of reference from previous employer.

ADDITIONAL RESPONSIBILITIES

1. Lay down, space or move any plant material that needs to be relocated. Dumps plant material as assigned. Accurately records dumped plant material.
2. Assist in training of new Section Growers as assigned.
3. Participate in education programs as they are offered and continue to self educate as needed when new plants, equipment, or techniques are brought into the program.
4. 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 experiments that will benefit an individual, the team, or the company.
5. Any 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 team.
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.
7. 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.
8. Rolling, unrolling, and using irrigation hoses & high pressure hoses.