



Four Star Greenhouse

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SECTION GROWER

PROGRESSION OF SUPERVISORS: Section Grower Team Leader, Training and Development Grower Manager, Senior Manager of Growing Personnel, CEO, Vice President, President

JOB SUMMARY: Consistently produce high quality plant material for our customers through ongoing training, teamwork, cooperation, and innovation in a fulfilling work environment for our team members. Maintain the growing area and crops to meet the sanitary and organizational standards of the company. Demonstrate a strong commitment to the team by developing and maintaining healthy and productive relationships with all team members. Welcome new members to the team and find opportunities to support their success. Exemplify the values of cooperation, collaboration and teamwork in all of your day-to-day activities.

ESSENTIAL FUNCTIONS:

1. Establish priorities, work independently, and accomplish objectives with minimal supervision after training. IE- Perform daily walkthroughs to create and then follow daily action plans. Correctly cares for crops as trained. Refer to and adjust care sheets as needed. Correctly record daily work on documentation sheets.
2. Accurately judge watering needs of the crops with minimal instruction after training.
3. Accurately irrigate 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 communicate the status of all assigned jobs with your team members.
5. Mix and apply the correct fertilizer at the correct rate consistently. This involves lifting 25lb bags from the ground to above waist level.
6. Keep work areas clean, organized and sanitary. This involves utilizing an industrial power washer, lifting trays, pulling carts and tossing containers of plants.
7. Effectively identify insect, disease or virus in our crops after training.
8. Mix and apply chemicals as well as bio controls as needed following all safety requirements listed on the product label.
9. Mentor and train others as needed to enable the success of the team.
10. 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.
11. Develop goals and standards for yourself in an interactive process with your team leaders.
12. Embrace training and/or self-educate to become an expert on each crop and each piece of greenhouse equipment used in the assigned area.





13. Promote a safety culture by performing all aspects of your job following all safety standards. Identify and report any safety issues or concerns without delay.
14. Accurately use the time clock to change jobs so that all costs can be tracked and analyzed for company profitability.
15. Lay down, space or move any plant material as required for the health of the crop. Discard/dump plant material as assigned. Accurately record dumped plant material.
16. Collect soil samples so we are aware of pH & EC and can make timely adjustments to produce quality crops on time.

ESSENTIAL WORK HABITS:

1. Maintain a positive and cooperative attitude with all fellow employees and across all departments. Promote positive morale by working effectively as a team member across departments. Act as an ambassador for our department whenever interacting with members of other departments and exemplify the values of cooperation, collaboration and teamwork.
2. Adjust schedule seasonally as needed. IE- willing to work more or less hours depending on the needs of the department. Work weekends and holidays as necessary.
3. Report to work on time as scheduled, maintaining a level of absences that results in minimal departmental disruption and minimal unfair burden on other employees.
4. Utilize equipment only after completing the required training. Including but not limited to Sprayers, Power Washers, Injectors, Tow Carts, Hi-Los, Scissor Lifts, Ladders, etc.
5. Perform all work as quickly and efficiently as possible, without compromising quality.
6. Participate in education programs as they are offered and continue to self-educate as needed when new plants, equipment, or techniques are introduced.

ESSENTIAL SKILLS:

1. Anticipate potential crises for the purpose of avoiding crop loss or lack of availability.
2. Recognize and solve both crop related, and equipment related problems. Communicate with department leaders as needed to reach a timely resolution.
3. Properly use, clean and maintain all equipment as trained. Troubleshoot repairs to equipment and report results to department leaders.
4. Use the Argus system to accurately & efficiently water crops. Correctly use VPD to irrigate crops using booms, flood floors, echo lines, HB lines, etc.
5. Apply PGR applications accurately as directed.



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 evaluation and "fit" test.
4. Employee will be exposed to the sun and/or high intensity lights.
5. Employee will work in a wet environment where clothes and footwear can become saturated.
6. 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.
7. Rolling, unrolling, and using irrigation hoses & high-pressure hoses.