

## **Fruit & Nut Tree Manager**

Chico, CA

Our client is a well-known, established worldwide leader in the fruit, nut and olive tree industry. With proven success they have expanded to 11 nurseries and 9 countries over the last 30 years. With strong adherence to their values, high level of professionalism, the latest technology and spirit of internationalization they are a unique company in the nursery sector. Our client can aid in the improvement and creation of new agronomic models; allowing producers to further optimization of the management of orchards and more efficient levels of cost. They are truly dedicated to ensuring the highest orchard performance.

- **Primary Duties:**

- Role model safe work practices and help create a Zero Incident Safety Culture.
- Ensure compliance with safety and environmental rules and regulations.
- Ensure productivity through efficient scheduling, equipment/supply usage and by directly observing work in the greenhouse and orchard to identify efficiencies.
- Monitor plant quality both in the greenhouse and mother block.
- Manage cultural practices in grafting, transplanting and finished growing.
- Assist in development of integrated pest management program with scouting, cost analysis and control strategies.
- Participate in development, implementation and continuous improvement of Quality Control Practices and standards.
- Effectively prioritize, plan, implement and manage staff and activities to meet targets and deadlines.
- Manage supervisors, team leaders and employees within department to ensure continuous improvement in safety, quality, production and costs.
- Manage procedures for collecting, documenting, communicating, and recordkeeping of safety, quality, production, and cost data.

- **Specific Job Responsibilities:**

- Production planning
  - Assist in production planning.
  - Help create and implement data collection system and gather data to improve crop timing.
  - Create effective production forecasts that align with sales timing and needs.
  - Determine optimum timing for procedures and growth of product.
  - Manage space requirements to accommodate production demand.
  - Supervise inventory management and reporting, including daily production numbers.
- Grafting
  - Manage grafting department including quality and staffing.
  - Work with team to improve yield percent and predictability.
  - Develop and implement policy and procedures.
  - Work with team to develop SOP for pre-graft, grafting and post-graft care.

- Growing
  - Optimize growth of trees and timing of trees
  - Define fertilizer, IPM other programs.
  - Develop and implement visual SOP's including skating, Tying and Topping.
- Management
  - Manage multiple Supervisor and Team Leaders
  - Develop and communicate daily Key Performance Indicators.
  - Ensure a safe working environment for employees, contractors and customers.
- Motherblock
  - Continuous improvement of mother block health.
  - Optimize bud wood collection procedures and timing.
  - Monitor cultural practices performed in Mother Block.
- **Qualifications:**
  - Preferred Bachelor degree in horticulture, agriculture or biology.
  - Nursery experience preferred.
  - Supervisory experience required.
  - Ability to analyze and solve problems.
  - Good communication skills.
  - Ability to work in a team environment.
  - Prefer Bi-lingual-Spanish.
  - Able to work variable hours and days.
- **Other Duties:** Other duties as assigned
- **Knowledge and Skill Requirements:**
  - General knowledge of nursery operations
  - Effectively use Excel, Word, and Outlook
  - Mathematical skills including rations and percentages
  - Effective communication skills
  - Ability to work in a team environment
  - Ability to work with general direction and oversight; ability to self-direct
  - Ability to be flexible with work assignments and environments
- **Work Environment:** Work is at a nursely which may be inside or outdoors and subject to extreme hot, wet or cold weather conditions.
- **Physical Demands:** Must have ability to stand, walk on level, uneven and slippery surfaces, sit, squat, kneel, reach through low and high ranges and exhibit normal balance and coordination. Is subject to lifting over 30 pounds.