



Job Title: Grower

Reports to: Operations Manager

Department: Operations

Salary Range: DOE

A career at Skagit Horticulture is challenging, rewarding, and satisfying. We accomplish our goals when each individual performs to their full potential while contributing as a valuable team player with others in the organization.

Summary of Duties and Responsibilities

As a Grower at Skagit Horticulture, you are responsible for all aspects of producing your assigned crops, to the highest standards of quality and consistency, and to have them ready to transplant or sell on time to meet our customers' expectations.

Leadership:

Additionally, a grower is a leader who directs the work of section growers, technical services employees, and production crews. You are responsible for the training and development of the people who work for you. You are expected to lead by example and equip people to be successful in their jobs.

- Set clear expectations for all employees who report to you, and make sure those expectations are communicated clearly and the employee understands them
- Equip employees to meet the expectations set for them, with the tools and training they needed
- Give feedback to employees so that they know how well they are meeting your expectations
- For each person who reports directly to you, make time to spend with them one on one, at least weekly.
- Evaluate all employees in your area to identify "rising stars"
- Actively coach employees to work toward achieving company goals of consistency, quality, and productivity





Primary Duties:

Irrigation Management

- Manage irrigation to best influence crop growth
- Train section growers in best irrigation practices, and monitor results, making adjustments as necessary
- Frequently check condition of booms, nozzles, mist system, etc to proactively avert irrigation problems

Fertility and Media Management

- Test water and soil weekly to monitor nutrient levels, pH and EC
- Determine appropriate fertilizer application or leaching dependent on the needs of the crop
- Monitor performance of injectors to proactively prevent fertility problems

Control Environmental Conditions of the Crop:

- Provide crops with best attainable environmental conditions through proper use of heating, cooling equipment and light management.
- Monitor and log environmental conditions in all greenhouses on a daily basis (from the greenhouse)
- Check Argus settings for your areas of responsibility weekly for accuracy, disabled alarms, etc
- Walk crops daily, taking note of crop issues, training requirements, sanitation, and environmental conditions

Supervision of transplanting, general culture, and harvest of crops:

- Finished Growers: Monitor transplanting operation to ensure specifications are met and that proper pots and tags are used. Train transplanters in quality control and follow up daily
Liner Growers: Evaluate the condition of plugs prior to sending to transplant
- Supervise all operations involved with producing the crop on time and to the agreed upon standards
- Maintain a high level of sanitation in crop and keep crop and surrounding areas orderly and weed free





- Participate in weekly sales rounds as they pertain to your crops
- Work with Planning to develop optimal crop schedules

Pest and Growth Regulator Management

- Oversee weekly scouting, identification and exclusion program for greenhouse pests and weeds
- Determine control measures for pest problems, write sprays, oversee pesticide applications, and follow up
- Maintain crops within agreed upon standards with prompt and judicious use of PGR's
- Maintain required records and see that worker protection standards are followed.
- Maintain Washington State Private Applicator status and stay current with new approaches

Space Management:

- Work with other growers and manager to find the best possible space available for crops
- Keep crop consolidated and promptly dispose of substandard plants

Safety

- Understand the potential safety hazards in work areas, and take action to make employees jobs' safe
- Communicate safety concerns promptly to maintenance if you can't fix the problems yourself
- Maintain a zero-tolerance attitude for unsafe work conditions and practices

Benefits: include medical, dental, 401k plan, paid time off and paid holidays. Skagit Horticulture is an equal opportunity employer and a drug free workplace.

For consideration, please send your cover letter and resume to hr@skagithort.com

