



Job Title: Head Grower
Manager

Reports To: GM and Operations

Department: Mabton, WA

Salary Range: DOE

Summary of Duties and Responsibilities: As a Head 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.

Responsibilities are as follows:

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 the proper use of heating, cooling equipment, and light management.
- Monitor and log environmental conditions in all greenhouses daily (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 grow staff, general culture, and harvest of crops:

- Finished Growers: Monitor all finished growing operation
- Plant Maintenance: Any trimming, pinching, chemical applications are done at the proper timing and training staff on equipment.
- 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
- Work with Planning to develop optimal crop schedules
- Pest and Growth Regulator Management, maintain crops within agreed upon standards with prompt and judicious use of PGR's





- Work with IPM Manager 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 required records and see that worker protection standards are followed.
- Maintain Washington State Private Applicator status and stay current with new approaches
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Space Management:

- Coordinate with Operations Manager to prioritize transplant schedule.
- Work with other growers and manager to find the best possible space available for crops
- Keep crop consolidated and promptly dispose of substandard plants
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Safety:

- Understand the potential safety hazards in work areas, and act 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

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
- Apply Lean principles with your team to find the least waste way in all process. To actively create a Lean Culture in all that we do.

Job Requirements

Bachelor's degree in Horticulture or related field

Team Player (we are not individuals, we are a team)

Bilingual English/ Spanish required

If you are interested in this position, please contact hr@skagithort.com

