Costa Group Position Description

Position Title:	Farm Supervisor
Department:	Avocados & Bananas
Reporting To:	Farm Manager
Location:	Childers, Central Queensland
Date:	November 2026

1. Summary of Position

The Farm Supervisor is a hands-on operational leader responsible for coordinating and supervising day-to-day avocado growing and harvesting activities across Costa's Central Queensland farming operations. The role supports the Farm Manager to deliver safe, efficient and high-quality outcomes by allocating work, leading crews, monitoring quality, maintaining accurate records and resolving operational issues on farm. The position works closely with farm, agronomy, quality and maintenance teams and is expected to build team capability and contribute to continuous improvement across farm operations.

2. Role Requirements

Primary Accountabilities and Duties

- Coordinate daily farm activities and allocate work to employees and seasonal crews in line with the farm plan
- Provide clear day-to-day supervision, direction and practical support to all workers, ensuring work is completed safely, productively and to the required standard
- Prepare for, lead and contribute to toolbox talks, pre-starts and operational briefings
- Monitor crop and work quality, identify issues early and take appropriate corrective action or escalate concerns
- Support harvesting, pruning, spraying, fertiliser, irrigation, weed control, pest and disease management and other tree crop activities as required
- Work closely with the Agronomy team to complete spray and fertiliser programs within required timeframes and application specifications
- Operate farm vehicles, machinery and equipment when required and confirm pre-start, maintenance and defect reporting requirements are completed
- Ensure all equipment and machinery is used correctly, safely and efficiently within the limits of an employee's training and authorisation
- Undertake minor fault finding and practical problem-solving and coordinate maintenance support
- Maintain accurate and timely farm, labour, quality, chemical, equipment and activity records
- Monitor labour performance and attendance and provide timely, constructive feedback, coaching and on-the-job training
- Plan and organise tools, equipment, materials and supplies to support efficient farm operations
- Promote teamwork and effective communication across farm, agronomy, quality, maintenance and support functions

- Support continuous improvement by identifying practical opportunities to improve safety, quality, productivity and cost efficiency
- Comply with relevant legislation, licence conditions, Costa policies, procedures and reasonable directions
- Perform other duties as reasonably directed by the Costa management team

Key Deliverables

- Farm activities completed safely, on time and in line with the regional plan
- Consistent crop, harvest and work quality outcomes
- Effective daily labour allocation, crew productivity and team engagement
- Toolbox talks, pre-starts and required training completed and documented
- Accurate and timely operational, quality and compliance records
- Equipment defects, farm issues and emerging risks identified and acted on promptly
- Constructive collaboration between farm operations, agronomy, quality and maintenance teams

Workplace Health and Safety

- Responsibility for supporting and complying with the Costa Group Work Health and Safety Policy, including the maintenance of a safe and healthy workplace for the protection of all employees
- Demonstrate leadership and commitment, while being accountable for the workplace health and safety performance of your area of responsibility
- Ensure all practicable steps are taken to eliminate or control hazards within the workplace through the process of hazard identification, risk assessment, implementation of controls and monitoring and evaluation of processes within your area of responsibility
- Support solutions and process modifications that eliminate or minimise the risk of injury to employees, damage to property and other assets, within your area of responsibility
- Report immediately any incidents, injuries and hazards and participate in hazard identification, risk assessment, implementation of controls and monitoring and evaluation of processes
- Take reasonable care of his/her own health and safety and for the safety of others who may be affected by his/her acts or omissions at work
- Work in accordance with the policies and procedures of Costa Group, as amended from time to time
- Obey all reasonable instructions to protect his/her own health and safety, and the health and safety of others
- Be unaffected by alcohol or drugs
- Perform only those procedures or tasks for which he/she has received appropriate training and instructions

Food Safety and Quality

- Demonstrating leadership and commitment, while being accountable for the food safety and quality performance within your area of responsibility
- Demonstrating commitment to, and supporting, food safety and quality initiatives and projects
- Actively promoting solutions to eliminate or minimise food safety and quality risks within your area of responsibility
- Immediately actioning, in line with your area of responsibility, and communicating any food safety and quality hazards, incidents or near misses to your site Food Safety and Quality (QA) Manager

- Actively engaging with Site QA Manager to keep abreast of food safety and quality requirements and changes, thereof within your area of responsibility
- Working with your team members to assess, identify, provide or report training needs in the areas of food safety and quality

Key Challenges

- Balancing safety, quality, labour efficiency and production priorities in a seasonal farming environment
- Maintaining consistent crew performance across changing work programs, weather conditions and labour availability
- Identifying crop, irrigation, chemical application, equipment and quality issues early enough to minimise operational impact
- Leading diverse crews while maintaining clear standards, effective communication and positive team engagement

3. Candidate Requirements

Costa Core Values

- Determination – acting decisively and with a sense of urgency
- Passion – challenging the status quo and acting with energy and enthusiasm
- Accountability – focusing on outcomes and delivering on commitments
- Sincerity – acting boldly in an open, honest, and responsible manner
- Respect – treating others as we expect to be treated in attitude, communication, and personal safety

Education, Qualifications and Training

- Current Class C driver licence
- Chemical handling accreditation, such as ChemCERT, is desirable
- High Risk Work Licence relevant to farm operations is desirable
- Relevant agriculture, horticulture or supervisory training is desirable
- Training or demonstrated knowledge in workplace health and safety and food safety and quality requirements

Experience, Skills and Knowledge

- Practical experience in tree crop, orchard or comparable horticultural operations
- Experience supervising small crews and coordinating day-to-day work activities
- Confidence leading toolbox talks, pre-starts and practical on-the-job instruction
- Strong attention to detail and experience monitoring quality standards or undertaking quality control
- Good communication and interpersonal skills with the ability to work effectively with a diverse workforce
- Sound problem-solving skills and the ability to recognise issues, determine practical responses and escalate when required
- Mechanically minded, with practical experience operating, checking or fault-finding farm machinery and equipment
- Ability to take direction, work collaboratively and support the Farm Manager and wider operational team
- Ability to maintain accurate records and use technology, digital systems and common workplace applications

- Enthusiastic, reliable and eager to learn, with the flexibility to be available and contactable occasionally on weekends if operationally required
- Experience with chemical application and drip irrigation is desirable, subject to confirmation of operational requirements

4. Other Relevant Information

- This is a hands-on role that requires regular work outdoors and operation around farm vehicles, machinery, chemicals and irrigation systems
- The role may require work outside standard hours during peak operational periods, including occasional weekends
- Appointment and ongoing performance of duties are subject to maintaining required licences, competencies and authorisations