

Position Description

Position Title:	Assistant Grower
Department:	Glasshouse
Reporting To:	Grower
Location:	Guyra TX

1. Basic Summary of Position:

The Assistant Grower in a key role in the growing team that assists the Grower Manager to manage the glasshouse climate, water resources, crop nutrition and pests/diseases to produce successful tomato crops. The Assistant Grower does this through for the effective development and deployment of labour and physical resources to implement activities and plans as directed by the Grower Manager. A particular focus of the Assistant Grower is the recruitment, training, safety and productivity of workers and the management of staffing issues according to Costa HR and related policies.

The Assistant Grower position is a pathway for those wishing to progress to a Grower Manager and may be required to deputise for the Grower Manager on occasions.

2. Key Accountabilities and Responsibilities:

Accountability and Responsibilities:
<p>Role Duties</p> <p>Management of the glasshouse environment and climate</p> <ul style="list-style-type: none"> Monitoring issues/variables related to heat and climate, and reporting to Grower Manager. Recommend corrective or preventative action where appropriate. Providing input into heating resource plans and actions. Provide input into climate control system settings and monitoring associated processes (Priva - heating, venting, watering). Recommend and action changes following approval from Grower Manager or Senior Grower. Water resource management, including implementing daily and weekly plans/actions and operational troubleshooting of water systems and equipment issues impacting on crops. Daily monitoring of drip/drain results, input into irrigation strategy and implementation of recommendations by grower managers Participate in weekend duty roster managing all alarms as first responder and performing intilal troubleshooting and alarms resolutions. Escalate breakdowns to relevant stakeholders per need. <p>Crop nutrition, health and yield</p> <ul style="list-style-type: none"> Monitoring plant growth and health, assisting in identification of common nutritional issues in the crop and recommending appropriate actions. Data collection and data entry including crop registration Provision of yield and pick forecasts as required. <p>Pest and disease management</p> <ul style="list-style-type: none"> Identification of all pests and diseases and reporting to Grower Manager. Actioning daily & weekly pest & disease strategy following direction from Grower Manager. Utilising understanding of Pest and Diseases short, med & long term IPM strategies to provide input into recommendations/discussions.

- Development of workers to identify and report common pests and diseases.
- Supervision of sprays when required including troubleshooting of spray equipment.
- Prepare Spray diary information in farm minder (check label rate, amount of application per crop, Withholding Period) when required.

Labour Management

- Assist with planning for the management of all tasks associated with crop production including planting, twisting, pollination, leafing and harvesting.
- Monitor daily, weekly and longer term team performance.
- Encourage and nurturer an team environment of inclusiveness, accountability and care among all team members
- Direct and develop supervisors in the performance of daily activities, monitoring adherence to safety, quality and norm time requirements.
- Direct & manage labour in accordance with budget and growing strategy/crop needs.
- Monitor budget, ensuring labour performance in accordance with budget and compliance KPIs.
- Initiate and implement new labour initiatives to improve quality, safety, costs.
- Interview and selection of new labour staff.
- Performance development and management of team members. Manage disciplinary discussions under the support and guidance of grower managers
- Entry of weekly payroll.
- Coordinate and approve leave in a planned manner.
- Ensure compliance of all labour and HR actions with labour laws and current EBA agreements
- Assist with planning for the management of all tasks associated with crop exchange period, GH sterilisation and planting.

Improvement

- Leading / participating in projects to improve safety, quality, , labour performance and crop yield including:
 - Supporting trials of new methods and technologies;
 - Assisting with the trial of new crop varieties;
 - Monitoring and reporting on associated crop growth, health and yield.

Quality and Food Safety

- Daily actioning and monitoring of adherence to quality and food safety standards.
- Perform regular QC checks.
- Daily actioning and monitoring of adherence to WHS KPIs, SWPs, policies & procedures.

Work Health and Safety

- 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.
- Be familiar with, understand and adhere to Company OHS&W policies and procedures in line with the standards of Costa Group and the requirements of the WHS Act.

Company Values

- Responsible for ensuring that your work practices are consistent with company principles.
- Ensure that behaviours outlined in Costa Group vision and values are fostered and practiced.

4. Candidate Requirements:

(a) Education, Qualifications, Training:

- Tertiary qualification in Horticulture, Agronomy, Plant Science, Agrifood Systems or Rural Science or equivalent levels of training and experience.

(b) Experience, Skills, Knowledge:

- Minimum of 2 years experience in a tomato glasshouse environment, preferably with experience in all areas of crop work.
- A good knowledge of tomato crop nutrition, pest and disease management and growing strategies.
- Ability to undertake operational troubleshooting of common water system, heating system and equipment issues within a glasshouse.
- Experience/exposure to the Priva system (or similar).
- Strong communication and interpersonal skills, with experience effectively leading a team.
- Be outcome focused with a track record of achieving performance, quality and safety targets.
- Excellent problem solving skills and demonstrated resilience, positivity and perseverance.
- Excellent attention to detail and the ability to effectively manage multiple priorities under pressure.
- Ability to work independently and also effectively as part of a team.
- Strong IT skills.
- Commitment to WHS, quality, hygiene and food safety.
- The passion and determination to progress to the role of Grower Manager or Labour Manager within the Company.

(c) Competencies/Character Qualities/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