



Head Grower

J. BERRY NURSERY

J. Berry Nursery was founded in 2006 and is growing by leaps and bounds. In addition to our wholesale nursery business we have a New Genetics Division. Both divisions are focused on bringing innovation to the market, providing a superior value to the consumer via best of class genetics, quality production and stand out packaging. Our New Genetics Division brings products to market that are produced by J Berry Nursery and licensed to other companies, both domestically and internationally. The company is uniquely positioned as a breeder and production nursery which provides numerous advantages when bringing newly developed product to market.

We ship our products to over 2000 retail outlets covering more than half of the US from our primary production facility in Grand Saline, Texas which is conveniently located 70 miles East of downtown Dallas. We have a second facility in Tyler, Texas and a network of contract growers in Florida, Alabama and Texas.

WHY WORK WITH US?

We are an entrepreneurial company focused on leading and changing the market through innovation in product and presentation.

Our Core Values are: Driven to Serve, Leader, Bold, Innovative and Resilient. If this sounds like a fit with your values, we would love to talk to you about joining our team.

We offer diverse future career paths in production, licensing, supply chain development, contract production oversight, breeder networking, sales, and marketing.

We challenge the status quo and find excitement in bringing better plants and solutions to the market.

THE RIGHT PERSON FOR THIS ROLE WOULD BE....

- Passionate about horticulture.
- Driven with a self-disciplined approach to achieving results.
- Someone who can exercise the necessary authority to assure policies and procedures are followed and time frames are met.
- Experienced in leading, managing and delegating to a team – providing the team members with structure and opportunities to develop their skills and expertise
- Someone who has a sense of urgency while maintaining high quality standards.
- Comfortable with managing multiple priorities and works well under pressure.



POSITION OVERVIEW

We are seeking someone who has the desire to be part of a contemporary, collaborative, and inventive team committed to the highest standards of quality and service.

The Head Grower reports directly to the General Manager and works closely with the Production Manager. This position oversees Section Growers, Cultural workers, Pesticide Applicators, and Irrigation Technicians. During peak season, the Head Grower will directly supervise 40-50 associates. Plant cultural responsibility begins at potting and extends through harvest.

Key Performance Objectives (Target Year 1):

1. Develop crop management plans for all variety/size formats in the Production Forecast.
2. Maintain a quality standard that meets the established standard minimum specifications for all crops at the forecasted ready date, with a two percent or less cull ratio.
3. Develop benchmarks, KPI's, and reporting standards for the Section Growers that track labor productivity and execution of the crop management plans.

POSITION RESPONSIBILITIES

- Direct and supervise the cultural teams to meet production timelines and sale forecast targets.
- Adapt all activities to support the established companywide KPI's while developing your own departmental KPI's.
- Monitor growing areas and crops daily.
- Maintain daily records of labor efficiency and use this data to inform the company of current productivity levels and develop strategies to improve productivity in the future.
- Ensure that accepted IPM procedures are being maintained.
- Plan, schedule, coordinate, and supervise all pest and disease scouting, evaluation, and pesticide applications.
- Monitor and adjust nutritional programs.
- Maintain pruning procedures and schedules.
- Ensure timely spacing of plants.
- Schedule and implement all post and preemergent herbicide applications.
- Assist research and development department with production profiling and optimization.



Standards of Performance:

- Row-run quality.
- Continuous improvement and optimization of production processes and timelines, by variety.
- Lowest cost of production.
- Efficient use of labor, equipment, and production resources.

PROFESSIONAL EXPERIENCE/QUALIFICATIONS

- A degree in Horticulture is necessary for consideration.
- Experience across multiple plant categories including woody ornamentals, perennials, roses, and tropical flowering.
- High level of organizational skills with specific ability to prioritize activities, manage workflow and optimize labor and equipment utilization.
- Ability to work in a fast-paced environment.
- Proficiency with Excel and Microsoft Office Applications.
- Bilingual English/Spanish speaking is a plus.