



SECTION GROWER

PROGRESSION OF SUPERVISORS: Point Grower, Site Manager, Director of Growing, Managing Director, Owners.

JOB SUMMARY: Correctly perform the cultural requirements needed for each crop in such a way to produce quality plants, on a consistent basis, with minimal losses, and as efficiently as possible. Maintains growing area to meet the sanitary and organizational standards of the company.

ESSENTIAL WORK HABITS:

1. Adjust schedule seasonally as needed. IE- willing to work more or less hours depending on the needs of the department. Works weekends and holidays as necessary.
2. Reports to work as scheduled, maintaining a level of absences that results in minimal departmental disruption and minimal unfair burden on other employees.
3. Demonstrates the ability to effectively communicate with all fellow employees. Communicates all relevant job related information as needed. Reports problems or challenges with crops without delay.
4. Demonstrate the ability to maintain a positive and cooperative attitude with all fellow employees. Promote positive morale by working effectively as a team member.

ESSENTIAL SKILLS:

1. Mixes and applies correct fertilizer at correct rate consistently with minimal instruction.
2. Accurately waters crops using hoses, booms, sprinklers or other automated devices in order to avoid the extremes of too dry or too wet for each crop.
3. Accurately uses the time clock to change jobs.

ESSENTIAL FUNCTIONS:

1. Ability to establish priorities, work independently, and accomplish objectives with minimal supervision. IE- Performs daily walkthroughs to create and then follow daily action plans. Correctly cares for crops as directed by supervisors and care sheets. Correctly records work on documentation sheets.
2. Mixes and applies pesticides as needed wearing all appropriate PPE including spray suits and respirators while using high pressure sprayers or other spray equipment.
3. Accurately judges watering needs of the crops with minimal instruction after training period.
4. Accurately waters crops using hoses, booms, sprinklers or other automated devices in order to avoid the extremes of too dry or too wet for each crop.
5. Accurately uses the time clock to change jobs.
6. Accurately documents status of all assigned jobs with minimal supervision.
7. Ensure that all work areas are kept clean.

QUALIFICATIONS:

1. Must present one professional letter of reference from previous employer.

ADDITIONAL RESPONSIBILITIES

1. Lay down, space or move any plant material that needs to be relocated. Dumps plant material as assigned. Accurately records dumped plant material.
2. Anticipate potential crises for the purpose of avoiding crop loss or lack of availability. Trouble shoot repairs to equipment and report results to Point Grower as necessary.
3. Assist in training of new Section Growers as assigned.
4. Set personal goals and standards and shares them with supervisor.
5. Participate in education programs as they are offered and continue to self educate as needed when new plants, equipment, or techniques are brought into the program.
6. Demonstrate the ability to solve crop related problems.
7. Presents a consistent level of professionalism when interacting with employees and customers.
8. Any other duties as assigned.

HAZARDOUS CHEMICALS YOU MAY ENCOUNTER:

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PHYSICAL ASPECTS:

1. Bulk of the job is spent standing or walking, bending to the ground and reaching overhead, pulling carts on 4 wheel castors weighing over 200 lbs.
2. Lifting a minimum of 25 lbs.
3. Must pass respirator "fit" test.
4. Must pass medical exam to be eligible for spray team.
5. Employee will be exposed to the sun and/or high intensity lights.
6. Employee will work in a wet environment where clothes and footwear can become saturated.
7. Employee may be exposed to temperatures that can be at or 10-20 degrees above outside temperature.
8. Rolling, unrolling, and using irrigation hoses & high pressure hoses.

At Four Star Greenhouse Inc., we want to insure that you understand what your responsibilities are. If you have any questions as to what is expected of you, you are expected to discuss these questions with your supervisor. By signing this document you are demonstrating that you understand what your responsibilities are, as presented to you on this Job Description. Your signature also demonstrates that you understand that all employees of Four Star Greenhouse are employees at-will. Four Star Greenhouse has the power to terminate anyone's employment with or without cause.

(signature)

(date)

(supervisor/manager signature)

November 3, 2010
(date)