



Section Grower Team Leader

PROGRESSION OF SUPERVISORS: Training and Development Grower Manager, Senior Manager of Growing Personnel, CEO, Vice President, President

JOB SUMMARY: Establish and maintain a level of morale among employees that results in the highest level of quality and productivity possible while earning and maintaining their trust and respect. Supervise and train Section Growers so that they have both the capability and the expertise to perform all assigned jobs correctly and efficiently. Support Four Star Greenhouse's Mission Statement in all job-related functions. Engage all members of the team in a manner that creates a productive and enjoyable work environment. Ensure that each crop is cared for properly on a day-to-day basis so that it meets the quality specifications at time of ship with minimal losses. Establish and maintain a successful collaborative relationship with the other team leaders. Function as a Section Grower as needed.

ESSENTIAL FUNCTIONS:

1. Engage the team to create a productive and enjoyable work environment. Display leadership behavior and a work ethic that is contagious and results in a positive work environment. As the Team Leader, you will be responsible for building a cohesive and high functioning team.
2. Provide the team with the skills, support and resources through coaching and training to enable them to successfully perform their job. Recognize when additional training is needed, and approach training with each individual as a continuous process.
3. Recognize and celebrate employee success. Identify employee challenges and provide training, coaching and counseling to team members following the values of employee engagement and positive leadership methods.
4. Recognize the quality of each individual's work and provide positive feedback on a 5:1 ratio with constructive feedback. If you can't find enough compliments to keep this ratio in balance, please inform the Training and Development Grower Manager without delay.
5. Personify the value of cleanliness, organization and sanitary guidelines of Four Star Greenhouse. Exemplify the values of cooperation, collaboration and teamwork in all of your day-to-day activities.
6. Ensure that all documentation required by each team member for any task is recorded properly. Confirm that each team member is clocked into the appropriate job throughout the day.
7. Achieve desired results by setting goals and standards for the team as well as yourself. Collaborate with the Training and Development Grower Manager to craft individual SMART goals for each team member. Establish a relationship with each team member so that you understand their challenges, frustrations and struggles as well as what direction they want to go in with their career at Four Star.
8. Arrive here 10- 15 minutes before starting time to obtain all information needed to start the shift. Organize jobs in order to get the team focused at their scheduled start time. Prepare all relevant information and supplies for the team prior to the team's start time. Organize jobs in order to get the team started after the focus meeting.



9. Self-educate in order to become an expert on each piece of greenhouse equipment or process used in your area.
10. Actively participate in the annual Section Grower performance evaluations by providing balanced feedback to the Training and Development Grower Manager. Focus on accomplishments, areas improved and develop goals for growth as well as areas of improvement.
11. Act as an advocate for all team members regarding equipment repairs or upgrades, obtaining supplies and resources and by representing the team with your interactions with department leadership. Continuously report the status of all open items so the team is always aware of how you are acting on their behalf.
12. Act as a liaison between the PLMs and other department and company leadership resulting in a high level of comfort among all parties that messages are accurately communicated and implemented as needed.
13. Lock and unlock the building accurately using the security system as assigned.

INDIVIDUAL ATTRIBUTE IDEALS:

1. Act with Integrity – doing the right thing with honor, even when no one is looking or the consequences are costly, focused on what’s best for our company, employees and customers.
2. Model Humble Confidence and Courageous Character – maintain a positive attitude with a foundation of humility and empathy while acting with clarity of vision, strength, and confidence.
3. Relate Authentically – connect with others, listen to understand, communicate with unwavering candor, honesty, discretion, and respect for all.
4. Operate Transparently – be proactively open and honest, lead by offering complete visibility into successes, failures and challenges that are encountered each day.
5. Embody Teamwork – embrace and foster a collaborative culture, share ideas, engage in constructive debate, give and expect mutual support, celebrate wins together.
6. Exemplify Accountability – measure myself by the highest standards of integrity, responsibility, and performance, as if I was the Owner of Four Star.
7. Innovate Relentlessly – welcome change, make time to learn, think differently, try out new ideas, take risks, learn from mistakes, simplify complexity, be persistent, find ways to make something better, today!

ESSENTIAL WORK HABITS:

1. Actively contribute to the continued success of the company by expressing new ideas that can result in lower costs, improved profits, and improved efficiency. Design and implement experiments that will benefit an individual, the team, or the company.
2. Promote a safety culture by performing all aspects of your job following all safety standards. Identify and report any safety issues or concerns without delay.
3. Utilize equipment only after completing the required training. Including but not limited to Sprayers, Power Washers, Injectors, Tow Carts, Hi-Los, Scissor Lifts, Ladders, etc.
4. Perform all work as quickly and efficiently as possible, without compromising quality.
5. Report to work as scheduled, maintaining a level of absences that results in minimal departmental disruption and minimal unfair burden on other employees.



6. Collaborate with the IPM Supervisor on crop related issues and remedies.

ESSENTIAL SKILLS:

1. Actively engage both the Section Growers and the PLMs to anticipate and solve crop related challenges.
2. Identify and effectively resolve conflicts within the team as they arise in collaboration with the Training and Development Grower Manager resulting in a high degree of ongoing team harmony.

QUALIFICATIONS:

1. Prior experience as a successful leader in a team environment is preferred.
2. Prior experience growing greenhouse crops is preferred.
3. Possesses and maintains Michigan pesticide applicator certification.

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 evaluation and “fit” test.
4. Employee will be exposed to the sun and/or high intensity lights.
5. Employee will work in a wet environment where clothes and footwear can become saturated.
6. Employee may be exposed to temperatures that can be at or 10-20 degrees above outside temperature. Employee may be exposed to temperatures that can be at or slightly above freezing for long periods of time.
7. Rolling, unrolling, and using irrigation hoses & high-pressure hoses.