

Role Profile

Job Title: Grower - Netherlands
Department: Farm Operations
Reports To: Farm Manager
Ref: Ref-228, V1 – 01 June 2022

Role Overview

The Grower is responsible for achieving the budgeted yield while maximizing quality. He/she will be responsible for maintaining a high level of health and safety on the site and will adhere to strict hygiene protocols. He/she will also be responsible for leading the operations team.

Main Duties

- Roster the growing operation team to ensure there is enough operatives to fulfil all duties on weekly basis
- Manage the hours operative's work and ensure holidays are planned carefully to avoid shortages
- Ensure all operatives are fully trained to carry out their duties and follow the correct procedure
- Monitor and record the climate within each growing house daily
- Review the compost and casing on arrival at site and assess for quality, quantity. Monitor the hygiene of lorries
- Decide on watering levels during case run and during/ after harvest
- Control the timing the houses ensuring there is enough time for a complete growing
- Maintain good farm hygiene with all operations
- Manage the disease risk on farm, with the disease cleaners, and react to any outbreak accordingly
- Ensure all machines are kept clean and report any defects to maintenance and farm manager
- Keep stock and record the chemical usage, if any on farm
- Keep stock of growing consumables and give a list to farm administrator on a weekly basis
- Report and discuss on daily basis with the farm manager any issues or changes you are making to the growing practices
- Maintain and observe Company health, safety and hygiene standards in accordance with Company regulations and practices

This is not an exhaustive list and is subject to change and amendment.

Competencies to perform the role

- Leads Change – Challenges the current perspective to drive continuous improvement
- Builds Teams - Builds team engagement and commitment. Coaches team; Works collaboratively and encourages cross disciplinary working between teams
- Manages Performance - Manages escalated performance issues; Manages under performance in line with MM policy
- Develops People - Follows through on development actions to optimise individual potential

- Leads Authentically - Challenges processes which are ineffective; Empowers and motivates others
- Acts Commercially - Influences commercial levers in own area to deliver financial benefit, as required
- Focusses on the Customer - May provide input to strategic decisions and supporting processes to drive improved service
- Solves Problems - Recognises and balances the different interests and perspectives of stakeholders when making decisions
- Plans for Success - Develops project plan to manage specific areas of work, as required, including defined tasks, responsibilities, timelines and milestone dates
- Communicates Effectively - Conveys messages / arguments / points of view with confidence and enthusiasm; Questions to gauge others views

Experience and Qualifications

- 3 years as a senior member of a Growing team
- Experience in Harvesting and Compost would be an advantage

Other Significant Role Requirements:

- Ability to coach team toward working effectively and respectfully with people from different cultures and languages
- Flexible in dealing with multiple tasks, changing demands and timelines
- Strong people-management skills
- May be required to occasionally travel to other company locations
- Ability to read, write and speak English

Performing the role in line with the Monaghan Cultural Values:

1. We do the right thing: We use this philosophy to drive every aspect of our business, from product, to process to people.
2. Forward Thinking: We think ahead and we think for the long term.
3. Down to Earth: We understand the importance of communicating our discoveries in a straightforward way.
4. Inspiring: We seek out new ways to excite and inspire each other.
5. Egalitarian: We have always been grounded in the belief that everyone is equal. That everyone deserves an equal chance to speak, be heard and make an impact

Employee Signature _____ **Date** _____