

Role Profile

Job Title: Growing Manager
Department: Operations
Reports To: Site Manager
Ref: Ref-055, V3 – 30 June 2025

Role Overview

The Growing Manager is responsible for achieving the targeted 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

- Using the Monaghan Mushroom Blueprint and watering plan - manage the growth of the product to maximise yield, quality and timing within the mushroom crop
- Monitor and record the climate within each growing house daily
- Manage the growing operations and disease staff and processes associated with growing from scheduling work, rostering holidays, overseeing core activity, ensuring quality of raw materials and managing farm hygiene
- Monitor and ensure that all operations staff adheres to company SOPs , H&S and hygiene directives on site
- In conjunction with the harvesting manager and site manager, providing accurate production forecasts to the trading desk
- Ensure the farm is audit ready and systems, process etc. are documented adequately to ensure compliance with customer and farm standards
- Recruit, train and develop the Growing Operations team

Competencies to perform the role

- **Leads Change** – Challenges the current perspective to drive continuous improvement
- **Builds Teams** - Builds team engagement and commitment. Coach 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' experience on a growing farm
- Experience in Harvesting and Compost would be an advantage
- Supervisory experience

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
- Be computer literate

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