

# Wildlife Habitat Nursery

## Job Description - Nursery Grower

<b>Title:</b>	<b>Nursery Grower</b>
<b>Work Location:</b>	Princeton, Idaho
<b>Number of Permanent Direct Reports:</b>	1 to 4
<b>Number of Temporary Direct Reports:</b>	Up to 7
<b>Category:</b>	Hourly. Non-exempt.
<b>Hours:</b>	40 hours + a week. Approx. 2000 hour per year. Flexible schedule with ample time off, but must be available to work occasional weekends and longer hours during seasonal peaks. Must be able to be reachable while offsite and continuously reachable during pre-arranged on-call times.
<b>This Job Reports to:</b>	Nursery General Manager

## Summary

The Nursery Grower is responsible for planning and controlling nursery operations in a way that maximizes productivity, output, and margins.

## Responsibilities

- Collect and process or purchase adequate seeds and cuttings to support planned crops for year. Store, maintain, and stratify seeds. Keep detailed seed records.
- Inventory, order, and put into use, supplies such as media, fertilizer, inputs, etc.
- Plan or assist in planning greenhouse layout to minimize labor required to meet different species needs for water, nutrients, etc. throughout the growth cycle.
- Schedule, execute, and supervise sowing seeds, planting, and sticking cuttings.
- Schedule, execute, and supervise thinning, pruning, and other cultural practices.
- Water and fertilize plants as needed to maximize growth and minimize loss.
- Monitor plants for disease, fungus, algae, weeds, moss, and insects. Take preventative and corrective steps as required. Maintain state applicator license.
- Execute pulling, storing, boxing, and shipping plants at maturity/dormancy and on customer orders and time schedules.
- Keep records for major greenhouse processes as well as seed germination rates, plant growth rates, greenhouse irrigation/fertilization, temperatures, quality, etc.
- Conduct research in industry literature and design and conduct in-house experiments to improve germination rates, disease resistance, and other factors relevant to overall greenhouse productivity.
- Monitor and perform preventative and corrective maintenance of greenhouse infrastructure such as tanks, thermostats, coolers, irrigation systems, fans, etc.
- Clean and sanitize greenhouses and work areas to retard algal/fungal growth and minimize incidence of disease.
- Maintain a clean, organized environment conducive to plant health & productivity.
- Maintain buildings, equipment, and grounds for excellent plant and worker productivity and safety.

- Occasionally answer phones, conduct tours, and greet customers.
- Perform other ad hoc tasks as required or at the request of the General Manager.

## Key Competencies

- **Initiative** – ability to identify, prioritize, and execute multiple layers of work at varying time schedules without direct supervision.
- **Commitment to Task** – ability to persist and accomplish work in spite of obstacles, setbacks, and distractions.
- **Results focus** – ability to understand desired end results and organize, adapt, and manage resources to achieve it.
- **Supervisory Leadership** – ability to prepare for each day and task others with clear instructions and standards, motivate them to carry out the work to standard, and monitor work to ensure completion while maintaining positive relationships and high, ongoing, excellent productivity.
- **Quick Learner** – ability to utilize multiple sources, without direction, to educate self on the background information and scientific knowledge required to be a productive and successful crop manager.
- **Mechanical problem solving** - ability to analyze, diagnose, and correct problems in mechanical systems without specific training in those systems
- **Analytical problem solving / Ability to use Scientific Method** - ability to identify and isolate variables, design controlled tests, and arrive at conclusions that are repeatable in order to build knowledge that can be used to enhance productivity.
- **Project and Process Management** - ability to plan and execute processes that maximize the time, cost, and quality.
- **Physical Strength, Stamina, Dexterity, Sensory Acuity, Tolerance of Environmental Conditions:**
  - Ability to safely lift 35 pounds regularly and safely lift 70 pounds repetitively during shipping season.
  - Dexterity sufficient to operate power tools and machinery safely.
  - Visual acuity sufficient to gauge plant health, insects, disease, as well as read labels, written instruction, and documentation.
  - Ability to work with tight schedules and timelines and to flex tasks and responsibilities as time schedules change.
  - Ability to tolerate working outside during cold conditions in winter as well inside the greenhouse during summer when conditions may be hotter and more humid than normal outside summer conditions.

## Education, Training and Certification

- Degree in biological science preferred, but not required
- Knowledge of local native plants preferred, but not required
- *Strong desire to work with plants and learn basic botany is required.*
- Basic computer literacy, ability to type, and proficiency in the Microsoft Office Suite

## **Experience**

- Previous full time or part time work required.
- Previous work experience in agriculture, construction, or greenhouse operations preferred.

## **References**

References required for all applicants. References must be from individuals with whom the applicant has worked closely. The following references are preferred: recent supervisor, recent co-worker, and in the case of candidates with previous management experience, one reference from a recent subordinate.