



## Section Grower Position

We are looking for an individual to join our company as a Section Grower and to be an active member of our team. This individual directs and controls a section of greenhouse activities to ensure optimum growth, quality, appearance and health of plants within that section. The person in this position reports to the Head Grower.

The Section Grower position at Hoffman Nursery, Inc. is very important to the overall success of the nursery. Communication skills, organization, attention to safety and detail, and time management are critical to the success of the Section Grower. He or she must be adaptable and willing to assist in other areas of the nursery if needed.

You will be expected to do the following: lead by example; produce crops of the highest quality; determine space allocations in conjunction with the Head Grower; monitor the health and quality of plants; diagnose and determine corrective strategies for any plant related issues; play an active role in the implementation of the IPM plan; understand and operate the irrigation system; make sure equipment is maintained to minimize down time; transition plants from the production department to greenhouses; participate in training, workshops and trade shows; follow nursery Best Management Practices; keep complete and accurate records; monitor safety in all aspects of growing and throughout the nursery; and perform other duties as assigned.

### **Major Duties and Responsibilities:**

- Manage all irrigation and growing operations of liners grown in a designated section
- Assist in the management and implementation of the Hoffman Nursery, Inc. IPM Program. Manage and implement sanitation protocols, cultural protocol, and general growing protocols and provide recommendations for pesticide and biological use.
- Apply pesticides, chemicals and biologicals as required for maintaining crop health. Assist in applying products to enhance or stimulate the growth of plants. Maintain a valid North Carolina Pesticide License.
- Daily direct and assist in the planning of the Grower Assistants and other greenhouse workers ensuring that all work is appropriately prioritized and completed in a timely manner.
- Walk houses under your supervision daily to monitor water management, culturing issues, weeds, fertilization, organization, insect and disease issues, sanitation, and overall plant growth, health and appearance within your section. Take necessary actions to ensure growth of highest quality liner.
- Ensure greenhouse environment is maintained to optimize plant growth. Assist and oversee minor greenhouse repairs and winterizing of greenhouse structures.
- Manage and plan the space allocation for new plants scheduled from production.
- Work closely with production staff to make smooth transition of new plants/production into houses and ensure immediate needs are met on all new production
- Continually look at new equipment, new processes, and new ideas with the goal of reducing waste in the Growing Department and the nursery. Provide quarterly report on successes in this area.
- Train Grower Assistants within your section to perform their jobs as efficiently and as effectively as possible, and to Hoffman Nursery, Inc. standards.
- As resources and labor are available and/or as needed, ensure quality plants are properly organized and ready for shipping. Help evaluate plant quality before shipping in order to ship only the highest quality liners.
- Develop and maintain growing records to include specifics about plant growth, EC readings, fertilization, pest problems and any treatment of these problems for crops within your section.
- Communicate with Head Grower throughout the day to discuss priorities, problem solving, and labor management.
- Other duties as assigned.

**Specific skills and qualifications necessary for this position:**

- Degree in horticulture or related field
- 1-3 years nursery experience
- Supervisory and managerial skills
- Demonstrated initiative and self-direction
- Demonstrated ability to work as a team member, striving for individual as well as team success
- Good interpersonal skills
- Excellent communication skills
- Excellent time management skills
- Good attention to detail
- High level of safety awareness
- Flexibility and the ability to pitch in when and where needed

**Personality wise, we're looking for:**

- Someone whose values are in alignment with our core values (see below)
- Someone who has a good attitude, and respects and gets along well with co-workers
- A collaborative team member who maintains a friendly and professional attitude
- Someone who embraces challenges and change
- Someone who appreciates that some tasks may not be exciting, but are necessary and important
- Someone who can follow directions while working independently
- Someone who is really interested in growing with a company
- Someone who enjoys learning, and helping and coaching co-workers

**This is NOT the right position for you if you are:**

- Not interested in working at a small, but expanding company
- Someone who does not like working outdoors
- Someone who has trouble taking direction
- Someone who comes in and thinks "Hmm... what should I do today?"
- Unable to provide UP-TO-DATE employment references

**Who we are:**

Hoffman Nursery, Inc. is a wholesale plant nursery specializing in ornamental and native grass liners. Located in northern Durham County, North Carolina, we are a small company with a national reputation for growing high-quality plants. In business for 29 years, we are small enough for team members to know each other, but large and established enough to be a stable company. We continue to expand our reach to new markets and customers. We are successful because we have a great team and constantly look for new ideas and new ways to move forward. We sell ornamental and native grass liners to wholesale nurseries, landscapers and other horticultural businesses and institutions. We are increasing our sustainability practices in all areas of the nursery.

Our mission is to produce the highest quality plants, deliver unsurpassed customer service, and actively support environmental stewardship to promote a better life for our employees, our neighbors and the world.

**Our core values:**

- Show respect
- Improve and Adapt
- Live with Integrity
- Empower through Learning
- Strive for Excellence
- Celebrate Success
- Be Passionate and Energetic

**Where you'll be working:**

We have a professional, yet fun and casual nursery environment located on a former tobacco farm in rural Rougemont, about 20 minutes north of Durham, NC. The farm is 45 acres with production space, stock fields and woods. Display gardens surround the work areas for the benefit of employees and customers alike. You'll be working directly with the Head Grower, growers and growing assistants, production and shipping team members, and members of the sales team.

**When you'll be here:**

This is a full-time position that averages 45 hours per week, which includes some weekend duty.

**What you can expect from us:**

We are very focused on growing high quality plants in a clean safe environment. Your manager will make sure you have the tools you need to do the job well. We will expect a lot out of you, but we also will support you in reaching goals. We keep an open line of communication between team members and departments and rely on you to ask if you need help or guidance. We have high expectations of ourselves and our staff, and will place a lot of responsibility in your hands.

Pay for this position depends on your skills and experience. There is a 90-day trial/training period, and compensation is based entirely on the person's demonstrated value to the organization.

We offer competitive wages, paid holidays and paid time off. We offer health insurance, including vision and dental coverage, as well as life insurance. We also offer retirement benefits.

We're looking for qualified candidates only.

**If you think this is you...**

If you are uncomfortable with anything you've read so far, we understand – this isn't the right position for everyone. If you like what you've read, then our company has a lot to offer.

Our staff is treated with great respect, given an opportunity to work in the fulfilling field of horticulture and our company is highly respected in the industry. We are an innovative company, where you'll gain knowledge and experience that will help you in all parts of your life.

If you think you might be a good fit, we'd be interested in talking with you further.

Please send your cover letter and resume to [jobsavailable@hoffmannursery.com](mailto:jobsavailable@hoffmannursery.com).