



### ***Our Business is Growing!***

Pacific Plug & Liner, a sister company to Smith Gardens has an exciting opportunity for an Assistant Head Grower to join our team at our Watsonville, CA Site.

Pacific Plug & Liner was founded by Smith Gardens in October 1999 and is located on the beautiful California Central Coast with a climate ideal for plant and flower production. We have approximately 290,000 sq. ft. dedicated to growing young plants. Pacific Plug & Liner features a state-of-the-art production facility, ensuring consistent and superior quality.

The Assistant Head Grower is primarily responsible for ensuring the quality and consistency of the cultural techniques we are using to grow our crops. Responsible for making sure the details of the growing operation are not missed. The majority of time will be spent in the crops supervising and training Section Growers and Irrigation Staff, helping manage their time and prioritize their daily tasks, scouting, identifying issues with crops, working with the sprayers, and performing culture trials (GR, fertilizer, dry down, temperature trials).

#### **JOB DUTIES:**

- Oversee the Sections Growers; help coach them on detailed specifics of crops.
- Help coach, train, and enforce the proper use of irrigation tools and equipment.
- Meet daily with the General Manager, Section Growers, Production Manager, and sprayers to discuss the day's projects, observed issues or conflicts, and general team communication, keeping all informed.
- Purchase watering supplies as needed (water breakers, shut off valves, hose washers, watering wands, etc).
- Purchase and maintain EC, pH, and alkalinity testing supplies.
- Coordinate and assist in developing a sampling list for tissue and soil sampling.
- Do Crop Culture trials. (GR trials, dry down trials, chemical drench trials, fertilizer trial, etc)
- Train staff on the proper depth, evenness, and timing of irrigation.
- Oversee and/ or apply beneficial insects. Record release applications and monitor efficacy as a team with the sprayers. Maintain the health and quality of the products that are received. Help to determine what needs to be cut back or growth regulated.
- Create and post a work schedule for all Section Growers and irrigators weekly.
- Assists General Manager and Director of Horticulture with Section Growers annual performance reviews.
- Assists General Manager with hiring and firing of Section Growers.
- Participate in daily scheduled GR and culture walks.
- Work to identify areas in need of improvement and crops that could be more successful.



#### SKILLS AND ABILITIES:

- Excellent communication skills, both verbal and in writing, in person, and via phone or radio with all levels of staff.
- Bilingual (Spanish) preferred, both verbal and written.
- Strong leadership, teambuilding, and interpersonal skills.
- Positive customer service attitude and work ethic.
- Maintain worker protection standards, promoting a safe work environment
- Self-motivated with the ability to prioritize for results within a fast-paced working environment.
- Effective time management with the ability to balance floor and office time.

#### QUALIFICATIONS/EDUCATION:

- Bachelor's degree in horticulture or related field, three years' industry experience, or an equivalent combination.
- Comprehensive knowledge on production of quality plant material.
- 2 years' previous supervisory experience.
- Experience with perennials and annuals are required.
- Good working knowledge of Microsoft Office suite.
- Pesticide applicator's license (can be obtained once hired).
- Knowledge of biological controls and IPM programs.
- Knowledge of ARGUS environmental control systems.

#### PHYSICAL REQUIREMENTS:

- Work long hours as needed during busy season, including weekends.
- Continuously walk, stand, bend, kneel (and remain working below knee-level) as well as reaching overhead, and from side to side for long periods of time.
- Work indoors and outdoors, in seasonal temperatures and conditions.
- Lift up to 50 pounds in an environment that is often hot.

To learn more about our company & view a more detailed job description, visit our website at [www.smithgardens.com](http://www.smithgardens.com). We offer a competitive salary and benefits package including immediate PTO accrual, Medical, Dental and Vision after 30 days plus matching 401(k) and Company-Paid LTD after one year. Qualified candidates should send a resume to: [human.resources@Smithgardens.com](mailto:human.resources@Smithgardens.com). **We look forward to hearing from you!**

*The above is intended to describe the general content of and qualifications for the job. It is not an exhaustive statement of all functions, duties or qualifications.*



Smith Gardens provides equal employment opportunity to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, veteran status, or any other characteristic protected by federal or state law.