



HEAD GROWER

WHO ARE WE?

Longview Farms is a progressive grower and shipper of a wide variety of Certified Organic fruit and vegetable crops as well as conventional fresh-cut daffodils, daffodil bulbs, pumpkins, hay, and grain. We are the largest Certified Organic farm on Vancouver Island and our produce, flowers and bulbs can be found in retail grocery stores throughout Vancouver Island and the mainland. Our farm is in the municipality of Central Saanich on Southern Vancouver Island which is on the West Coast of British Columbia. This area hosts some of the most productive farmland in Canada. If you have a passion for food, regenerative farming, and sustainability this opportunity is for you.

POSITION DESCRIPTION

Reporting to the General Manager, the successful candidate will bring extensive knowledge and experience in commercial-scale certified organic fruit and vegetable production as well as greenhouse production. The Head Grower's primary role is to be a "hands on" farmer and to work collaboratively to plan, implement and execute profitable crop production. This position will manage a team of labourers and supervisors, create strategic business plans for future farm endeavors, and manage day to day operations in both the greenhouse, warehouse, and field.

LOCATION

Victoria (Central Saanich), British Columbia

RESPONSIBILITIES

- Manages and supervises all aspects of growing operations at a large-scale, commercial, organic farm.
- In coordination with management, develops annual farm production plans including budgets and cash flow, production schedules for field, greenhouse and warehouse, and short and long-term business plans for any new crops.
- Ensures proper records are kept in compliance with various certifications especially CanadaGAP (Food Safety) and the Canadian Organic Regime (COR).
- Regularly reviews crop profitability, labour allocation, and general farm efficiency and productivity.
- Reviews current production techniques and makes revisions as needed through the use of Standard Operating Procedures (SOPs), team training, and equipment to ensure production is occurring as efficiently as possible.
- Practices continuous learning of current and innovative farming practices to ensure Longview stays competitive in the market.
- On a monthly basis, monitors financial performance against budget and modifies plans to ensure targets are met.



- Reviews labour requirements with farm supervisory team and manages day to day workforce planning and scheduling for the greenhouse, warehouse, and fields.
- Provides team management and development through training, coaching and performance management.
- Collaborates with the grower's assistant, sales and office manager and packing bench lead to plan harvest timing and quantities for distribution.
- Works with maintenance lead to ensure appropriate equipment is maintained and in good operating condition throughout the growing seasons.
- Follows all WorkSafe policies and requirements to ensure a safe work environment for all employees and leads the farm Health and Safety Committee.
- Fosters a positive and healthy work environment.

SKILLS & QUALIFICATIONS

- Post-secondary education in horticulture or agriculture with a minimum 5+ years in a senior grower position on a similar sized organic farm. An equivalent combination of education and experience may be considered.
- Experience in organic greenhouse production.
- Experience with Food Health and Safety Certifications such as CanadaGAP.
- Experience with greenhouse monitoring software, preferably Priva.
- Demonstrated competency using various large scale farming equipment including tractors, sprayers, cultivators, and forklifts etc.
- Pesticide Applicator's license required.
- Strong written and verbal communication skills.
- Due to the farm's work with the Seasonal Agricultural Worker Program, the ability to communicate in verbal and written Spanish is considered a significant asset.
- Knowledge of Tend Smart Farm, farm management software, is considered an asset.
- MS office skills; including, Word, Excel, and Outlook.
- Occupational First Aid Certification is an asset.
- Class 5 driver's license with a clean abstract is required.
- Able to walk, stand, kneel, lift 50 lbs., and perform other physical duties for extended periods in inclement weather conditions.
- Attention to detail with an ability to meet deadlines effectively.
- Excellent management skills with the ability to organize and direct teams, exercise good judgement in a fast-paced environment, and inspire and lead people.
- Ability to manage multiple priorities simultaneously and problem solve effectively.
- Willingness to work extended hours and weekends as seasonally required by the operation.

REMUNERATION

A salary commensurate with experience plus a comprehensive group benefit plan will be provided.

TO APPLY

To apply for this exciting role, please send a cover letter and resume by no later than **May 9thth, 2022** to nyee@westerkirk.ca