

Position Description

Position Title:	FOPs – Orchard Manager
Reports to:	FOPs – Field Operations Manager
Group Division/Function:	FOPs – Permanent Horticulture

Role Purpose	
The purpose of this role is to act as Orchard Manager in the area of our field operations.	
1.	Management of Riversun’s permanent horticultural crops including, but not limited to, Avocado, Persimmon, and Kiwifruit, with a focus on optimising production of the orchards, maintain and build on the level of supply, quality, and profitability.
2.	As size and scale dictates assist the Field Operations Manager in building and leading a team focused on permanent horticultural crops and delivery the outcomes above.
3.	Active involvement in the development of our permanent crop holdings.

Key Area of Accountability	% of the Total Role	What are the Outputs Expected
Orchard Management	50%	<ul style="list-style-type: none"> • Ensure horticultural knowledge is kept up to date and suggestions for new concepts, techniques, products, practice are considered and discussed with management and the technical team. • Hands on role in all orchard activities, as the size scale, and team, develop the focus will transition to a greater focus on management. • Production of an annual orchard operational plan for approval with a focus on optimising tree health, quality, yield, and resource use. • Proactive daily/weekly plans are set and agreed scheduling all activities, irrigation, plant health, plant/fruit management, harvest, orchard development. • Manage the maintenance of production schedules, quality, safety, and cost standards to achieve optimum efficiency within budget. • Performance is monitored, tracked and reported. Records and reports of key orchard data are effective, provide appropriate information, are timely and accurate. • Expenditure is managed responsibly and remains within the agreed budgeted spend for the volumes produced to ensure cost per unit KPIs are achieved. • The position and concerns of production are effectively represented to other members of management, in order to ensure the efficient and collaborative achievement of the company strategic direction. • Work in collaboration with the technical team and other specialists to determine the best techniques timings and treatments related to all aspects of tree health and growth. • All activities adhere to Riversun SOP’s. Where SOP’s do not exist work with the Field Operations Manager to create SOP’s to ensure consistency and uniformity. • Ensure compliance with all required certification schemes relating to both source material and fruit production including but not limited to GAP, Global GAP, HHS.

		<ul style="list-style-type: none"> • Ensure plant, equipment, and infrastructure are maintained at optimum levels at all times.
People Management	30%	<ul style="list-style-type: none"> • Ensure an operational plan and labour strategy is developed to maximize resource and labour use and is focused on delivering agreed KPI cost and efficiency targets. • For new staff coordinate their induction, training, and coaching. • Lead the team and make key personnel decisions in terms of HR best practice. • Responsible for the recruitment, development and mentoring of staff. • Assist in creating a team environment that rewards positive attitudes, progressive and inclusive thinking, and a continual focus on betterment and improvement. • Have a thorough understanding of the activities that you will be involved in. • Ensure Hygiene standards are maintained at optimum levels at all times, and strictly adhere to SOPs. • Ensure machinery is operated in a safe manner and according to the companies Health and Safety standards. • Make sure all equipment required is in good order, calibrated if required, and available prior to operations commencing. • Ensure all documentation is accurate, according to SOP, checked and signed off. • Help encourage an awareness of pest and disease's, rouges and virus as per the SOPs and report on any observations. • Safe use and appropriate application of agri-chemicals.

General	15%	<ul style="list-style-type: none"> • Quality control issues and problems are reported on. A positive attitude towards quality is developed, maintained and rewarded across all areas of production. An environment of continuous quality improvement is developed. • Assist the Field Operations Manager in fostering a focus on achieving the businesses Sustainability goals. • From time to time the Employee may be required perform other duties within other areas of the company which the Employer may reasonably expect the Employee to perform as the needs of the business dictates.
Health and Safety	5%	<ul style="list-style-type: none"> • All Practicable Steps are taken to ensure safe and best practise operating procedures are always used. • Ensure any H & S concerns are notified to the Field Operations Manager or appropriate delegate as soon as practicable after identification. • Incident and Accident reports are completed and submitted in a timely manner

Key Requisites
Education/Experience and Qualifications
<ul style="list-style-type: none"> • Minimum 2 years relevant experience in Orchard Management at a comparable level
Special Skills/Competencies
<ul style="list-style-type: none"> • Current drivers license. • Industry experience preferably in Avocado, Kiwifruit, and Persimmon crops. • Data analysis – experience in extracting useful information and translating it into actionable objectives. • Intermediate experience in Microsoft office – Excel, Word. • Reporting – experience in producing accurate reports to set criteria.

- Adaptable, flexible, able to change plans based on the changes in the plants, a problem solver.
- Dedicated, with a positive attitude.
- Self-aware, regimented/understands and works to the time sensitive nature of the plants.
- Takes responsibility for results, organised, sets standards.
- Strong interpersonal skills, a clear communicator, collaborates well with others, builds relationships.

Key Working Relationships		
Most frequent Contacts	Internal/External	Nature or Purpose
Field Operations Manager	Internal	<ul style="list-style-type: none"> • Reporting Line • Any relevant strategic or operational issue impacting on the business.
Field Nursery Manager PPP Operations Manager Source Material Manager PPP Source Material Manager Field Nursery Supervisor Team Leaders Field Workers	Internal	<ul style="list-style-type: none"> • These are key working relationships and need to be developed and maintained.
Riversun Staff	Internal	<ul style="list-style-type: none"> • It is expected that a courteous and professional working relationship will always be maintained with all other Riversun employees and management.
External Service Providers and Customers	External	<ul style="list-style-type: none"> • As required and/or directed from time to time.