

## Job description

### **Greenhouse Crop Production Manager – Van Luyk Greenhouses and Garden Centre, London, Ontario**

#### **Position overview:**

A strong leader with an innovative and hands-on approach to ensure team work, positive work environment, instilling and reinforcing good crop selection and maintenance in greenhouse crop production sections that meets our customer needs. This position requires an experienced Production Manager who is eager to work with the team to consistently improve output. The Production Manager will report directly to the Operations Manager of the company.

#### **Company overview:**

Van Luyk's is a family business providing quality product, selection and service since 1970. As a year-round, full-service garden centre, nursery, florist and gift shop, we provide solutions and expertise to meet our customers' complete lawn, garden and floral needs. We offer an extensive variety of live plants grown on-site, and a wide selection of unique and unusual, rare and exotic plants. We work with our customers to create successful gardens - indoors and out.

#### **Responsibilities:**

##### Plant Production Department

- Based on expertise along with consulting other Managers (Operations, Retail, Nursery and Plant Care/IPM) decide plant items for each season
- Communicate with Accounting department to place orders for Production department
- Lead the Production team for plant transplant and care
- Communicate and establish a working scheme with Plant care/IPM Manager for irrigation practices, and IPM
- Communicate and work with Office Manager to hire seasonal staff for Production department
- Train, supervise and schedule Production department staff
- At the end of each season lead the Production department staff to prepare for winter including cleaning up and stock maintenance
- Review and analyze production department operations results for efficiencies output

##### Space Management:

- Work with other managers to find the best possible space available for crops
- Keep crop consolidated and promptly dispose of substandard plants

##### Safety:

- Understand the potential safety hazards in work areas, and take action to make employees jobs' safe
- Communicate safety concerns promptly to the safety officer if you can't fix the problems yourself
- Maintain a zero-tolerance attitude for unsafe work conditions and practices

**Leadership:**

- Additionally, a Manager is a leader who directs the work of the department
- You are responsible for the training and development of the people who work for you
- Work with crop planning to develop optimal crop selection and schedules
- You are expected to lead by example and equip people to be successful in their jobs
- Set clear expectations for all employees who report to you, and make sure those expectations are communicated clearly and the employee understands them
- Equip employees to meet the expectations set for them, with the tools and training they needed
- Give feedback to employees so that they know how well they are meeting your expectations
- For each person who reports directly to you, make time to spend with them one on one, at least weekly
- Evaluate all employees in your area to identify "rising stars"
- Actively coach employees to work toward achieving company goals of consistency, quality, and productivity

**Qualifications:**

- Bachelor's degree in Horticulture/Plant Science/Plant Pathology
- 7+ years of experience in greenhouse garden centre operations.
- 2+ years of management experience in greenhouse horticulture production.
- Working knowledge of greenhouse industry standards and regulations.
- Ability to coach and mentor employees.

If you are interested in learning more about this opportunity, apply directly to this posting, or reach out to the contact information below.

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