



Job Title: Regional Farm Manager
Reports To: Director of Farming Operations and Grower Relations
Department: Field Department
Location: Oxnard, CA

We've grown to become the world's leader in producing, distributing and marketing fresh Hass avocados. As a vertically integrated company, our total focus is avocados. We provide customers all over the world with the complete package—year-round supply, global availability and value-added services.

Our partners are passionate and experienced growers from the most ideal avocado growing regions in the world. To supply customers with the world's finest avocados, we operate packing facilities in five countries and own nine regional ripening centers in North America. Our distribution centers and transportation capabilities ensure peak eating-quality avocados from the tree to the customer. And when it comes to food safety, we adhere to the Good Agricultural Practices (GAP) program and Good Harvesting Practices (GHP). We proudly share responsibility with our growers to ensure total satisfaction for our customers.

Job Summary

The Regional Farm Manager will be responsible for all aspects of the day to day farm operations. The Farming Manager will supervise, plan, purchase materials, and assist in the budgeting process. They will also be responsible for the complete management of assigned grower accounts, including assistance with growing practices, providing business and market information, coordinating harvesting, working with picking contractors, working with grove managers, and fostering a mutually beneficial business relationship

Essential Duties & Responsibilities

- ❖ Plan, organize, and coordinate activities pertaining to the production of avocados in the assigned ranch
- ❖ Supervise day to day operations including: fertility, pest control, weed control, irrigation, pruning, frost protection, and other related ranch projects
- ❖ Give direction, display leadership, provide training and guidance, and promote teamwork within the labor force and other departments
- ❖ Schedule, coordinate, supervise and monitor all irrigation functions
- ❖ Develop, analyze, and communicate inventory control reports to gain a more accurate inventory in stock

- ❖ Guide and assist employees with critical safety and health opportunities
- ❖ Coordinates injuries with the worker's compensation department
- ❖ Ensure that the company is in compliance with applicable laws and regulations
- ❖ Conduct audits to assist management in determining workplace hazards and development of corrective actions
- ❖ Review and verify completed individual grower packout reports on computer system.
- ❖ Complete trucking schedule.
- ❖ Build existing grower relationships and develop new grower relations, as well as proactively communicate with growers.
- ❖ Prepare and review harvesting strategies with individual growers.
- ❖ Update listing of prospective growers.
- ❖ Prepare weekly and annual crop estimates by growers.
- ❖ Coordinate with picking contractors on harvesting.
- ❖ Coordinate outside hauling.
- ❖ Deliver cash and consignment prices to growers.
- ❖ Analyze industry trends, inventory counts, bin counts, competitor field prices and FOB prices.
- ❖ Continued education of cultural issues, new industry trends, and regulations.
- ❖ Monthly expense reporting.
- ❖ Maintain network of contacts with farm managers, picking contractors, consultants, and others.
- ❖ Conduct weekly field department meetings to review on-going issues.
- ❖ Responsible for the accurate and timely delivery of records and information to the packing and grower accounting departments
- ❖ Perform other duties as requested

Minimum Qualifications & Requirements

- ❖ B.S. degree in Agriculture related studies preferred or 3 years' agriculture operations experience
- ❖ Proficient with Microsoft Office Suite
- ❖ Pest Control Operator license is preferred
- ❖ Bilingual in English and Spanish preferred
- ❖ Minimum of three to five years' experience in related field.
- ❖ Demonstrated leadership and management skills.
- ❖ Ability and desire to work in a team-oriented environment as well as the ability to manage time independently.
- ❖ Exceptional organizational and analytical skills.
- ❖ Must have clean driving record and the ability to be insured on company insurance policy.
- ❖ Excellent communication ability including concise writing skills and strong verbal communication skills.

Working Conditions:

- ❖ Ability to lift or move 70 to 80 pounds depending on job category
- ❖ Ability and willingness to be occasionally exposed to wet and/or humid conditions, temperatures between 20 and 30 degrees below
- ❖ Safely work near moving mechanical parts and equipment
- ❖ Ability and willingness to stand, walk, use hands and fingers, stoop, kneel, crouch, taste, smell, etc., as needed to perform essential tasks

- ❖ Regularly involves lifting, bending, or other physical exertion. Often exposed to one or more disagreeable environmental factors such as heat, cold, noise, dust, dirt, chemicals, etc., with one often to the point of being objectionable.