

Job Description

Job Title:	Head of Orchard Operations		
Location:	Whakatane area (Must live within 30 mins of orchard)	Travel requirements:	Domestic – Grower Days Australia – Potential for grower visits
Level/Salary Range:	Market rate, plus vehicle	Position Type:	Full time
Reporting to:	Directors	Key Relationships:	Orchard staff, management team, technical manager, packhouse, suppliers

Overview:

Miro is one of the largest blueberry growing groups in NZ. See www.miroberries.com. We're passionate about lifting the productivity of our land and people, in a sustainable way that combines modern technology and science with our core values of kaitiaki (care of the land), and manaaki (care of people). This role leads our flagship 21ha blueberry farm in Te Teko reporting directly to directors. This role requires a hands on, practical operations approach, requiring excellent people leadership skills. It has 4-5 full time employees reporting directly to the Head of Operations.

Job Description

This key role is primarily responsible and accountable for the orchard operations including day-to-day running of the orchard, planning, directing, and co-ordinating the operations and performance of the orchard, ensuring it operates safely, effectively, and efficiently. As part of the orchard leadership team, the role includes:-

- Overall responsibility for Profit and Loss of the orchard, delivering on orchard production and harvest KPIs.
- Preparation and implementation of plans, systems and process to ensure optimal production of quality fruit, orchard budgets are met, effective labour planning, repairs and maintenance, and execution of related orchard activities.
- Overall responsibility for orchard production including irrigation, fertigation, substrate, tunnel house and outdoor growing, pests and disease, pruning, weed control and other orchard tasks.
- Manage and oversee repairs and maintenance of orchard vehicles, assets and equipment, ensuring they are kept secure and maintained to a high standard.
- Ensure safe handling of all chemical products and applications and other hazardous substances.
- Contribute to annual budget preparation ensuring the orchard is run to budget, costs are managed, financial systems and approvals are followed, and accurate time recording is carried out.
- Overall responsibility for harvest, ensuring sufficient labour is in place to match production, and accurate harvest and labour information is kept.
- Overall responsibility for labour management and planning, alongside management, ensuring budgets are met and orchard and harvest tasks are carried out effectively. This includes ensuring all staff and contractors are contracted and inducted correctly.
- Manage all staff and contractor performance including performance management, ensuring clear workflows and plans are in place. Identify and arrange training as needed.
- Overall responsibility for Health and Safety, ensuring health & safety policies are adhered to at all times. This also includes food safety, compliance standards and GlobalGAP.
- Provide regular management reports (weekly, monthly) outlining the key areas of orchard performance including production, labour, P&L, Health & Safety in conjunction with management.
- Oversee new development projects alongside management to ensure budgets are met, and co-ordinate project inputs (labour, materials, plant, machinery).

- Maintain a mindset of continuous improvement and develop and implement systems and process to deliver exceptional orchard performance, fruit quality, increased yield, packouts, pests and disease management, and regulatory compliance.
- Manage, guide and lead by example and by empowering the team around you to take ownership of their respective areas of responsibility, managing conflict and motivating the team towards KPIs and a culture inclusiveness, accountability and pride.
- Follow company policies and practices and represent the company in an ethical and business-like matter in all interactions with employees, investors, supply chain partners and other stakeholders.
- Ensure protection of Intellectual Property (plants, knowledge and information).

Experience, Skills and Key Behaviours

- Superior operational and people leadership skills
- Technically sound horticultural knowledge
- Strong systems and processes approach - you are fanatical about yield, quality and health & safety
- Hands-on practical approach to orchard management – prepared to muck in with the team.
- Proven ability to accurately forecast production and labour requirements
- Ability to learn fast and implement change in an agile and positive way - ambitious for performance
- You love teaching and empowering people to be best in class
- Excellent delivery capability – meeting work programme, time, budget, KPI targets
- Proven staff management experience with strong interpersonal and relationship skills
- Superior communication skills (written and verbal)
- Clear decision-making ability that is driven by data and evidence
- Sound use of technology including email, online platforms, Word, Excel
- You take a hands-on approach as a manager, lead through your actions and working alongside staff to complete tasks daily
- Open honest communication style and proven ability to work collaboratively in a team environment with management and partners
- Ability to work professionally and positively under pressure – with a positive ‘can-do’ attitude
- Willingness to uphold Miro’s vision, strategic direction, and role model Miro’s values of:-
 - a. Whanaungatanga – working collectively and respecting each other like family
 - b. Kaitiakitanga – taking care of our natural resources and people in a sustainable way
 - c. Manaakitanga – reciprocity of kindness, respect, humility, hospitality and caring for others

Qualifications

- Operational Excellence and Continuous Improvement experience
- Minimum of 5 years of operational leadership experience
- Valid driver’s licence
- Ability to work legally in New Zealand

Last Updated By:		Date:	
Reviewed By:	Andrew Keaney	Date:	Feb 2024
Approved By:	Liz Te Amo	Date:	Feb 2024