

Job Description (Appendix A) Field Operations Manager – Riversun NZ

Job Title	Field Operations Manager - Riversun Nursery Ltd (RNL)
Role Purpose	The purpose of the role is to manage the day to day field operations of the company in order to meet production targets, maintain land and plant health, oversee plant/machinery and ensure the end result of excellent plants for clients is achieved through the effective and efficient use of company resources, people and equipment.
Reporting Relationships	<p>The role is part of the Business Unit Management Team</p> <p>The role reports to the Group Viticulturist.</p> <p>The role will manage permanent/seasonal staff and contractors associated with RNLs Field Operations including, but not limited to, Field Nursery team, Source Material team and Grounds person.</p> <p>The role is expected to work collegially with all Riversun staff.</p>
Education/Experience and Special Skills	<ul style="list-style-type: none"> • BS in Viticulture, Horticulture or equivalent experience. • Strong computer skills, including experience with spreadsheets. • Thorough understanding of vineyard farming practices and growing cycles. • Organised and detail oriented - ability to prioritise tasks and assign work to meet productivity and time requirements. • Decision making & leadership - ability to make sound decisions and enforce company rules/policies • Supervision - experience successfully supervising teams of 15+ in a farm environment. • Proactive and effective communicator. • Interpersonal skills - develop and maintain effective work relationships.
Remuneration and Review	<p>The remuneration for the role will be determined by the competence and skill set of the job holder and set by negotiation</p> <p>Performance reviews for this role will be carried out by the Group Viticulturist in accordance with Riversun policies</p>
Authorities	<p>The role has authority to:</p> <ul style="list-style-type: none"> • Represent Riversun when requested and within delegated authority • Make purchases as required • With approval from the Group Viticulturist, Recruit, manage and discipline staff in compliance with the current legislation

	<p>and in accordance with Company standard operating procedures, values and strategies.</p> <ul style="list-style-type: none"> • Manage day to day production activities in accordance with Riversun NZ standard operating procedures, company values statement and company strategies.
<p>Key Results Areas</p>	<p>Field Operations Management:</p> <ul style="list-style-type: none"> • Ensure the Companies HACCP program, NZGGS, NZGAP and KPPS certifications are effectively managed and maintained through the adherence to Standard Operating Procedures across all Field Operations sites • Work closely with the Group Viticulturist to Develop and implement plans on activities related to Field Operations, including but not limited to, labour strategy, field preparation, planting, cultivation, irrigation, pesticide application, plant management, harvesting and environmental restoration, Carbon Zero reduction and the company's sustainability goal. • Responsibility for the technical aspects of block management in consultation with the Group Viticulturist, to advise the Source Material & Field Nursery teams, with the aim of optimizing plant & soil health and overall vine recoveries <ul style="list-style-type: none"> ○ Pest & Disease – monitoring plan, in field checks, ensuring the investigation of issues is conducted in a timely manner and recommendations discussed with Management ○ Spray Program - set/advise, monitor efficacy, setup, calibration, withholding periods for all crops. ○ Pruning and Canopy Management – timing, training, quality control systems ○ Sward and Mulch management, weed control, nutritional, microbial requirements, timing, volumes etc • Management of Soil, Leaf and Crop analysis program across all crops. Gathering samples, sending for analysis, reviewing results and reporting/advising Senior Management on options • Ensure Riversun is a cost effective, high quality producer by constantly evaluating viticultural processes and equipment, and seeking continuous improvement • Provide input/advice on systems, processes and standard operating procedures to assess, monitor, diagnose and treat insect, disease, physiological and environmental conditions of field grown grafted grape vines • Vine growth and wellbeing is monitored and actively managed to achieve the highest quality standards and meet sales and dispatch deadlines • Review ELISA results and advise Senior management of issues and recommendations to ensure we comply with, company

values, policies and procedures

- Develop knowledge around any crops Riversun may be looking to grow on any of our Field Operations sites.

Viticulture Management

- Opportunities for improvements, enhancements and the implementation of different viticultural approaches for commercial and productivity improvement are pro-actively identified, proposed, assessed, and where appropriate documented and reported to Senior management for consideration.

Ampelography/Rouging

- Assisting with ampelography/rouging checks across all source blocks, field nursery, new/proposed source blocks
- Continuing to build and develop ampelography/rouging skills.

People Management and Administration

Where relevant:-

- Work to build an effective and efficient team through positive motivation, support, and leadership.
- A positive attitude towards Health, Safety, and Environment is developed, managed, and maintained, and an environment of continuous, but appropriate, improvement is fostered. Health, Safety, and Environmental issues and problems are effectively investigated, managed, and reported on.
- Ensure there are appropriate staffing levels, skills, and behavioral competencies in the team to deliver on required outcomes.
- Guidelines and policies for staff to operate under are set, clearly communicated, managed and maintained. Any deviances to rules and regulations are dealt with in an appropriate manner according to Company rules and regulations.
- Resources and budgets reflect the desired outcomes of soil and plant health directives, and are tracked. Data is gathered and regularly reviewed, managed and reported on.
- From time to time perform other duties within other areas of the company which the Employer may reasonably expect the Employee to perform as the needs of the Employer dictate.

	<p><u>Sustainability</u></p> <p><u>Guiding Principals</u></p> <ul style="list-style-type: none"> • At all times, your focus will be on working to maximize soil, plant and environmental health. In striving for this goal you will be supported not only by our viticulture and nursery production team, but also by our science team in sister company laboratory (Linnaeus), where we have access to the very latest in molecular diagnostic tools. • We firmly believe in the principle of “no measurement, no management” – hence our use of leading edge science and technology, working hand in hand with world class plantsmanship. • An unwavering passion for excellence. You will have used this quality to guide your other great passion – wanting to make the horticultural/ viticultural and wider agricultural world a better place- one which enriches, rather than diminishes, the land and future generations.
Professional Development	<ul style="list-style-type: none"> • We are committed to growing excellent people - to that end we actively encourage and support our staff to pursue additional training/ work experience/ study.