

ASSISTANT FARM MANAGER

Are you someone who loves farming and is willing to roll up your sleeves and get to work? If you are passionate about farming, this could be a great opportunity for you. Our client is seeking a dedicated and experienced Assistant Farm Manager to shadow and assist the farm owner in overseeing their Farm Operations. This is a vital role responsible for achieving above-average production and creating a strong and healthy work environment. The Assistant Farm Manager will oversee daily activities related to crop health, pest management, labour planning, and overall farm operations. The ideal candidate will provide ongoing direction, training, development, and encouragement to each team member with the goal of continuous improvement.

ABOUT US

Our client is a proud fourth-generation family farm committed to providing the highest quality vegetables to our customers. Their passion for farming drives them to deliver not only the best products but also exceptional customer service. They strive to make every visit to their farm feel welcome and appreciated. As a family business, they consider their employees part of their extended family. They celebrate successes together and support each other through challenges. Teamwork and mutual respect are essential, especially during the busiest times of the season. They all work hands-on and collaborate to complete our daily tasks.

RESPONSIBILITIES

Leadership and Management:

- Provide hands-on leadership to farm operations, including packing and maintenance.
- Oversee and work alongside temporary workers to ensure tasks are completed efficiently.
- Meet frequently with the owner to build and maintain a strong relationship and seek input on key business decisions.
- Solidify partnerships with distributors, suppliers, and manufacturers.
- Ensure employee safety and compliance with health and safety regulations.

Hands-On Farm Work:

- Shadow the owner to learn and understand farm operations.
- Operate heavy equipment and farm machinery proficiently.
- Ability to think quickly, multitask effectively, and have a genuine passion for farming.
- Complete spraying duties – apply spray and keep records.
- Utilize strong mechanical knowledge to perform maintenance tasks.
- Use hand tools and power tools effectively.
- Manage and maintain irrigation systems and horticultural practices.
- Perform occasional heavy lifting and operate various tools safely.
- Assist with labour and resource planning, including budgets, purchasing, and orders.

- Identify trends and provide recommendations for efficiencies and progression.
- Assist with employee timesheets and ensure accuracy.

Crop Health and Growing:

- Engage in hands-on crop work, including planting, harvesting and maintaining crop health.
- Conduct crop walks to assess plant health and maintain optimal production output.
- Manage spraying and chemical applications.
- Assist with growing strategies and plant propagation.
- Implement pest management solutions.

Food Safety:

- Follow and adhere to all Canada GAP food safety guidelines and keep records up to date for annual audit.
- Maintain and submit food safety forms and ensure employees have proper materials.
- Address food safety infractions and ensure proper hygiene practices.
- Safety, Security, and Biosecurity:
 - Ensure a safe and secure working environment for all employees.
 - Properly use safety equipment and follow safety procedures.
 - Report accidents, unsafe conditions, and security incidents to management.

SKILLS & QUALIFICATIONS

- Post-secondary education with Farm Experience, Agriculture.
- Minimum of three (3) years of experience in a leadership role, in agriculture.
- Proficiency in general computer skills, including MS Office.
- Valid class G Ontario driver's license with a clean driving record.
- Flexibility to work various shifts, including evenings, weekends, and holidays as required by seasonal peaks.
- Physically demanding role involving prolonged periods of walking and standing, with the capability to lift 50lbs and work outdoors in diverse weather conditions.
- Strong analytical skills with the ability to identify and solve problems.
- Ability to work in a fast-paced environment, maintaining attention to detail and effective multi-tasking.
- Experience with tractor operation is required.
- Licensed in crop spraying is an asset.
- Strong leadership and people management skills.
- Knowledge of horticulture and agriculture trends.
- Fluency in Spanish is an asset.
- Legally eligible to work in Canada.

BENEFITS

- Competitive Salary.
- Vacation and paid time off.

- Bonus and incentive opportunities.
- Flexible working hours.

We believe every employee should have the opportunity to participate and succeed. Through leadership by our Diversity, Equity and Inclusion Leader, we are committed to a workplace culture of respect, inclusion, and diversity. We recognize and celebrate the valuable differences among each of us, including race, religious beliefs, physical or mental disabilities, age, place of origin, marital status, family status, gender or gender identity and sexual orientation. If you require accommodation to complete the application process, please forward your resume to felicia.scaviarupi@mnp.ca