

## Role Profile

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**Job Title:** Growing Manager  
**Department:** Growing  
**Reports To:** Farm Manager  
**Ref:** Ref-177, V2 – 11 August 2021

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### Role Overview

Manage the Operations and Growing teams to ensure that the farm is provided with a planned yield of high quality mushrooms. Manage growing with the implementation of a Growing blue print suitably tailored for the farm. Manage the farm blueprints with the input of the Group Growing Technical Manager.

### Main Duties

- Using the Monaghan Mushroom Blueprint to manage the growth of the product to maximise yield, quality and market timing within the mushroom crop
- Manage the growing and operations staff and processes associated with growing from scheduling work, overseeing core activity, ensuring quality of raw materials and managing farm hygiene
- Work closely with the harvesting managers to optimise and improve the harvested yield.
- Lead your team to work safely and ensure that all staff adhere to company H&S and hygiene practices and procedures.
- In conjunction with the harvesting manager and the farm manager, providing accurate production forecasts to the trading desk
- Ensure the farm is audit ready and systems, process etc. are documented adequately to ensure compliance with customer and farm standards
- Recruit, train and develop the Growing and Operations team

*This is not an exhaustive list and is subject to change and amendment.*

### Competencies to perform the role

- **Leads Change** – Challenges the current perspective to drive continuous improvement
- **Builds Teams** - Builds team engagement and commitment. Coaches team; Works collaboratively and encourages cross disciplinary working between teams
- **Manages Performance** - Manages escalated performance issues; Manages under performance in line with MM policy
- **Develops People** - Follows through on development actions to optimise individual potential;
- **Leads Authentically** - Challenges processes which are ineffective; Empowers and motivates others

- **Acts Commercially** - Influences commercial levers in own area to deliver financial benefit, as required
- **Focuses on the Customer** - May provide input to strategic decisions and supporting processes to drive improved service
- **Solves Problems** - Recognises and balances the different interests and perspectives of stakeholders when making decisions
- **Plans for Success** - Develops project plan to manage specific areas of work, as required, including defined tasks, responsibilities, timelines and milestone dates
- **Communicates Effectively** - Conveys messages / arguments / points of view with confidence and enthusiasm; Questions to gauge others views

#### **Experience and Qualifications**

- 3 years as a senior member of a Growing team
- Experience in Harvesting and Compost would be an advantage

#### **Other significant role requirements**

- Ability to coach team toward working effectively and respectfully with people from different cultures and languages
- Flexible in dealing with multiple tasks, changing demands and timelines
- Strong people-management skills
- May be required to occasionally travel to other company locations
- Ability to read, write and speak English

#### **Performing the role in line with the Monaghan Cultural Values:**

1. We do the right thing: We use this philosophy to drive every aspect of our business, from product, to process to people.
2. Forward Thinking: We think ahead and we think for the long term.
3. Down to Earth: We understand the importance of communicating our discoveries in a straightforward way.
4. Inspiring: We seek out new ways to excite and inspire each other.
5. Egalitarian: We have always been grounded in the belief that everyone is equal. That everyone deserves an equal chance to speak, be heard and make an impact