

## Role Profile

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**Job Title:** Harvesting Manager  
**Department:** Growing  
**Reports To:** Farm Manager  
**Ref:** Ref-186, V3 – 10 September 2021

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### Role Overview

Responsible for efficient and hygienic harvesting of product in the growing sheds. Manage and motivate a team of harvesting supervisors.

### Main Duties

- Monitor the harvesting to ensure that targets set for both yield and quality are achieved.
- Complete a weekly rota of harvesters and supervisors so that there are adequate staffing levels at all times
- Manage and motivate the supervisory team. Set targets for them and make sure that they are achieved
- Recruit and train new harvesters and ensure that they achieve their target pick rates.
- Ensuring that the products presented are of the highest possible standard; with particular focus given to weights, sizing, stem length, punnet identification and capping up
- Monitor and evaluate picking statistics on an ongoing basis. Ensure that all harvesters achieve the minimum targets and use the disciplinary procedure where necessary.
- Ensure that product is collected on time from the growing houses and that it is cooled properly before dispatch
- Effective communication with, Packhouse, Site Manager and Harvesters.
- Responsible for the supply of equipment to the harvesting teams i.e. trays, punnets, knives gloves etc.
- Maximisation of crop yield
- On completion of harvesting ensure growing sheds are swept, clean and there is no packaging left behind, either in houses or in yard
- Ensure that graze picking is been carried out properly on the farm to maximise crop yield and quality
- Maintain and observe Health, Safety and Hygiene standards in accordance with Company rules and regulations
- Maintain and observe all Company procedures. Ensure that correct disciplinary procedures are followed for staff
- Ensure operatives adhere to health, safety and hygiene standards in accordance with Company rules and regulations
- Responsible for Brand and Product Integrity

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

### **Competencies to perform the role**

- Leadership skills (able to direct the work of others, drive the performance of the team in a number of areas, works in an inclusive manner getting the very best from every team member)
- Challenging (constantly questions own and teams performance looking for new ways of working to improve the teams overall performance)
- Ability to use own judgement (can interpret data and make decisions based upon interpretation, can solve problems, able to assess risk when making decisions)
- Flexible approach to work (able to alter plans, working day, open to change, able to recognise need for change, willing to learn from others and own actions)
- Eye for detail (completer finisher, conscious of detail, procedurally precise, always looking for zero defects, continuous improvement)
- Good communication skills (written, verbal, oral presentation, able to negotiate / persuade people, keeps team informed, able to convey factual information)
- Assertive attitude (decisive and takes responsibility)
- Team player (willing to work with others to reach mutual objectives)

### **Other significant role requirements**

- Significant proven management/supervisory experience in the food/agricultural food sector
- Previous experience in the mushroom growing sector

### **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