

Role Profile

Job Title: Growing Manager
Department: Operations
Reports To: Site Manager
Ref: Ref-055, V4 – 05 November 2025

Role Overview

The Growing Manager is responsible for achieving the targeted yield while maximizing quality. They are responsible for maintaining a high level of health and safety on the site and will adhere to strict hygiene protocols. They will also be responsible for leading the operations team.

Main Duties

Crop Management & Planning

- Maintain and adjust the Monaghan Mushroom Blueprint and watering plan to optimise crop yield, quality, and timing
- Monitor, adjust, and update the Fancom control system to ensure maximum yield, quality, and energy efficiency
- Record and analyse climate conditions in each growing house daily to support optimal crop performance

Team Leadership & Operational Oversight

- Oversee the management of the Growing, Operations and Disease Control teams, including scheduling, holiday rostering, sourcing and managing stock of supplies, and oversight of daily activities
- Ensure the quality of raw materials, feedback issues to suppliers and adjust growing patterns to best suit the substrates
- Uphold high standards of farm hygiene across all operations

Compliance & Standards

- Ensure all operational staff adhere to company Standard Operating Procedures (SOPs), Health & Safety regulations, and hygiene protocols
- Maintain audit readiness by documenting systems and processes to meet customer and farm compliance standards

Production Forecasting

- Collaborate with the Harvesting Manager and Site Manager to provide accurate production forecasts to the trading desk
- Ensure accurate feedback of forward crops to enable accurate planning and forecasting
- Working closely with the Harvesting Department to ensure crops match sales and harvesting needs

Recruitment & Development

- Lead recruitment, training, and ongoing development of the Growing/Operations team to build capability and performance
- Mentor and support Growers to lead change initiatives, drive continuous improvement, and foster a culture of excellence within the team

Competencies to perform the role

- **Leads Change** – Challenges the current perspective to drive continuous improvement
- **Builds Teams** - Builds team engagement and commitment. Coach team; Works collaboratively and encourages cross disciplinary working between teams
- **Manages Performance** - Manages escalated performance issues; Manages under performance in line with Monaghan 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
- **Focusses 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' experience on a growing farm
- Experience in Harvesting and Compost would be an advantage
- Supervisory experience

Other significant role requirements

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

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