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Job Posting

General Manager of Nursery Operations

Date Posted: October 17, 2018

Location: Arbor Valley Nursery, Brighton, Colorado

Please Contact

Jim Browning

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General Job Duties and Responsibilities

- Supervise all business and horticultural operations at the Hub in support of both internal and external customers
- Support & manage growing manager and staff
- Plan for short- and long-term planting blocks, production schedule, planting plan and oversee all growing operations, following the guidance of the production leaders
- Responsible for all finances including expenditures, monthly P&L, procurement and payroll
- Create and adhere to annual budget
- Oversee all employee relations, recruiting, compliance, and training
- Manage sales team and all sales operations and processes

Experience Requirements

- 7+ years business management within hub & spoke operation, horticulture, or green industry
- Experience interpersonal leader and staff manager
- Tech savvy, entrepreneurial outlook

Responsibilities:

Department Leadership: The General Manager of Nursery Operations is responsible for all aspects of tactical operations within the Main Nursery including, production, distribution, plant health care, water management, sales management, internal and external customer service, construction, employee relationships, training, and safety. Manage and plan for future exponential growth, while simultaneously overseeing daily operations. Additionally, the GM is responsible to drive innovation in the nursery, from customer service, plant health care, distribution, and logistics, to growing techniques.

Operations Subject Matter Expert: The General Manager of Nursery Operations will work with other department leaders in establishing processes, procedures, and plans that support the goals within the organization and the markets we serve.

Administration and Reporting: Provide Corp Officers and other leaders within the organization with information on the overall performance of the Hub as well as plans to continue successes and improve opportunities. Perform analytical reviews of the Hub's financial position (monthly P&Ls, GM%, expenses, and sales), service performance (am delivery %, customer satisfaction rates), employee culture (as reported in the quarterly surveys) and organizational capacity (succession

plans, production capacity and utilization %) and investigate and provide explanations on identified variances. The GM will make decisions, as well as develop processes, procedures, and controls in accordance with industry best practices and Lean principles.

Knowledge, Skills, & Abilities:

- Developed leadership and communication skills
- Strategic Thinking
- Problem Solving
- Results Driven
- Performance Management
- Basic experience with Microsoft Excel and Word
- Excellent planning and organizational skills
- Strong interpersonal, supervisory and customer service skills required
- Ability to work in a fast paced and quickly changing environment

Minimum Qualification: 7+ years of experience in operations leadership (Nursery industry is preferred) with multiple direct reports, and a bachelor's degree in Business, Horticulture, Nursery Operations, or related skillset

Special Note:

We have a great team in place, and need a super star leader to maintain our trajectory through the use of data driven business planning and execution.