

On-farm Produce Horticulture Roles

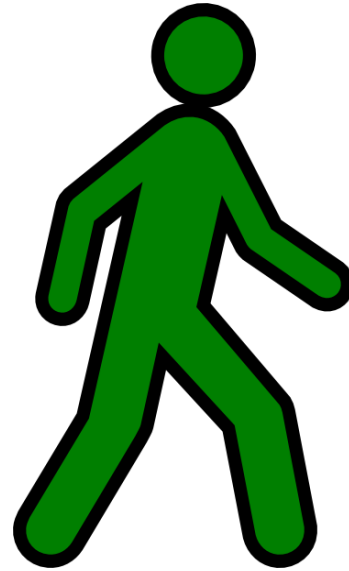
Soft Skills

Good communication skills
Reliable
Self-motivated
Honest
Able to follow instructions
Positive attitude
Willingness to learn
Attention to detail
Enjoy working outdoors
Enthusiastic

Teamwork & work independently
Flexibility (days/times)
Show respect and self-awareness
Adaptable
Problem-solving skills
Customer service skills

Show initiative
Relationship building skills
Able to work unsupervised
Strong communication skills
Leadership skills
Ability to multi-task
Calm under pressure
Able to prioritise

Able to handle high pressure situations
Sound decision making skills
Strong verbal and written skills
Good initiative
Goal oriented



- ★ Pre-employment
- ★ Mid level
- ★ Entry level
- ★ Senior level

Technical Skills

Good time management
Able to pass Drug & Alcohol test
Computer skills
Literacy & numeracy skills
Fit, strong & healthy
Full Drivers Licence & reliable transport
Record keeping
Health & Safety conscious
Environmental awareness
Weed management
Apply chemicals safely
Skilled in the use and care of tools
Confident driving tractors/4WD
Working towards Horticulture qualification L3/L4
Well organised
Strong H&S knowledge and compliance
Reporting & recording skills/effective documentation
Risk assessment
Environmental management
Confident using & maintaining various machinery
Weed, Pest & Disease management skills
Horticultural chemical knowledge/Approved Handlers
Cert/GrowSafe Cert
Cost management skills
Quality control & assurance skills
Strong planning & prioritisation skills
Negotiation skills
HR skills & knowledge (performance management/mentor/coach)
Financial Management skills
Relevant policy and procedure knowledge & compliance
Continuous improvement focus

Roles

Work experience

Trainee/Intern
Apprentice (Fruit Production)
Orchard worker
Picker/Packer
Pruner
Labourer
Nursery Worker
Vineyard hand
Packhouse Assistant

Horticulture Assistant
Leading Hand Supervisor
Harvest Coordinator
Growing Assistant
Production Assistant
Orchard: Foreman, Supervisor,
Leading Hand
Trainee Orchard Manager
Assistant Manager
Compliance Manager
Vineyard Operator

Orchard Manager
Cultivation Manager
Harvest Manager
Operations Manager
Packhouse Production
Manager
Orchard Production Manager
Production Manager
Business Owner

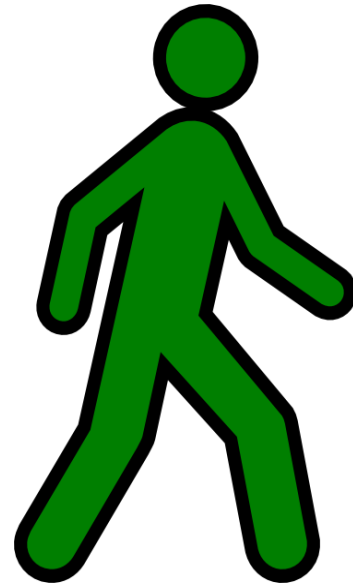
Horticulture Machinery Operator

Soft Skills

- Good communication skills
- Reliable
- Honest
- Adaptable
- Able to follow instructions
- Responsible for self and others
- Willingness to learn
- Attention to detail
- Enjoy working outdoors
- Positive attitude

- Teamwork & work independently
- Flexibility (days/times)
- Shows initiative
- Accurate
- Enthusiastic
- Clear communicator
- Good interpersonal skills
- Problem solving skills

- Relationship building skills
- Able to work unsupervised
- Strong communication skills
- Ability to multi-task
- Calm under pressure



- ★ Pre-employment
- ★ Entry level
- ★ Mid Level

Technical Skills

- Organisational skills
- Good time management
- Computer skills
- Literacy & numeracy skills
- Able to pass Drug & Alcohol test
- Fit & healthy
- Mechanical aptitude/small motor experience

- Planning skills
- Tractor & machinery experience
- Strong maths skills
- Record keeping skills
- Health & Safety focus
- Class 2 licence or higher - W,T,R & F licences beneficial
- GrowSafe Cert/Approved Handlers Cert
- Machine maintenance and care
- Able to effectively secure loads

- Irrigation and fencing knowledge/ability
- Effectively monitor & check machinery in operation
- Experience with GPS
- Able to prioritise/meet deadlines
- Documentation/record keeping skills
- Results oriented
- Ability to manage staff
- Strong planning skills
- Strong computer skills
- HR skills & knowledge (performance management/mentor/coach)

Roles

- Work experience

- Grounds person
- Mower Tractor Operator
- Machinery Operator

- Experienced/specialist Machinery Operator
- Machinery Maintenance Specialist

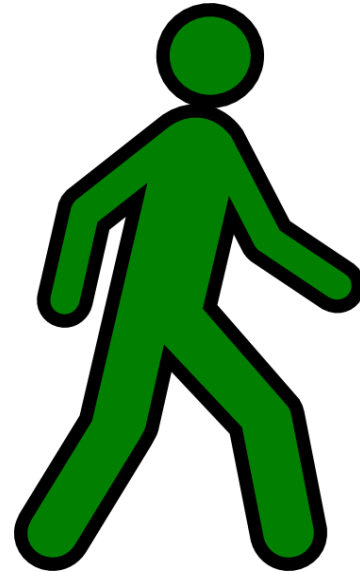
Horticulture Specialist Roles

Soft Skills

Good communication skills – verbal & written
 Reliable/self-management
 Honest
 Able to follow instructions
 Responsible for self and others
 Willingness to learn
 Attention to detail

Teamwork & work independently
 Flexibility (days/times)
 Positive attitude
 Show respect and self-awareness
 Methodical/accurate
 Customer service skills
 Motivated
 Adaptable

Show initiative
 Innovative
 Relationship building/maintenance skills
 Able to work unsupervised
 Strong communication skills
 Problem solving skills
 Strong customer service skills
 Ability to multi-task
 Calm under pressure
 Results-oriented



★ Pre-employment ★ Mid Level
 ★ Entry level

Technical Skills

Organisational skills
 Good time management
 Computer skills
 Literacy & numeracy skills
 Full Drivers Licence & reliable transport
 Fit & healthy

Planning skills
 Record keeping/documentation skills
 Health & Safety
 Relevant qualifications (usually a degree)

Strong leadership skills
 Negotiation skills
 Good planning/prioritisation skills
 Sales & Marketing skills
 Strong computer skills
 Cost management skills
 Research skills
 Data management
 Strong H&S knowledge and compliance
 Presentation skills
 Negotiation skills
 Quality assurance & management skills
 Relevant rule and regulation compliance
 Technologically-minded
 Training skills
 Strategic thinking
 Analytical skills

Roles

Trainee
 Student

Nutrition Specialist
 Growing Technician
 Crop Inspector
 Crop Scout
 Fruit Inspector
 Fresh Produce Inspector
 BioSecurity
 Technical Advisor/Coordinator
 Pest & Disease Monitor
 Horticultural Scientist
 Agronomist
 Consultant
 Arborist
 Sustainability Manager
 Health & Safety Specialist

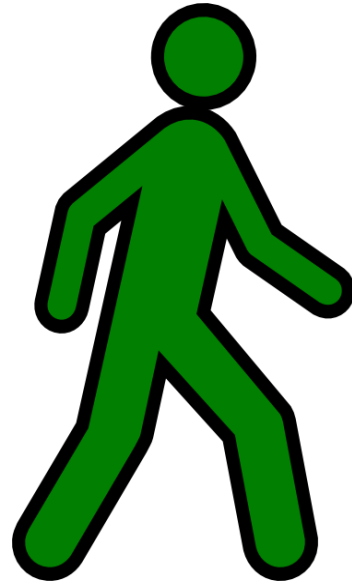
Horticulture Business Support Roles

Soft Skills

Good communication skills
Reliable
Honest
Able to follow instructions
Responsible for self and others
Willingness to learn
Attention to detail
Relates well to others

Teamwork & work independently
Flexibility (days/times)
Adaptable
Accurate
Customer Service skills
Positive attitude
Show initiative
Resilient
Self-motivated
Professionally presented

Relationship building skills
Stakeholder engagement
Analytical thinking
Strong communication & interpersonal skills
Problem identification & solving skills
Leadership skills
Strong Customer Service skills
Calm under pressure



★ Pre-employment ★ Mid Level
★ Mid level ★ Senior level

Technical Skills

Able to follow instructions
Organisational skills
Good time management
Computer skills
Literacy & numeracy skills
Full Drivers Licence

Planning skills
Record keeping skills
Can multi-task
Able to prioritise
Horticultural knowledge/experience
Health & Safety knowledge
Able to meet deadlines
Be working towards or have completed relevant qualification

Ability to manage & mentor staff
Strong planning skills
Strong computer skills
Research and data analysis skills
Prioritisation skills
HR skills & knowledge
Health & Safety compliance
Budgeting
Negotiation skills
Report & document preparation
Clear understanding of Horticulture related rules & regulations

Roles

Accounts Administrator
Sales & Marketing Coordinator
Personal Assistant
Sales & Dispatch Support
Horticulture Sales Worker
Client & Field Manager
Dispatch Supervisor
Human Resources
Grower Relationship Representative