

# On-farm Produce Horticulture Roles

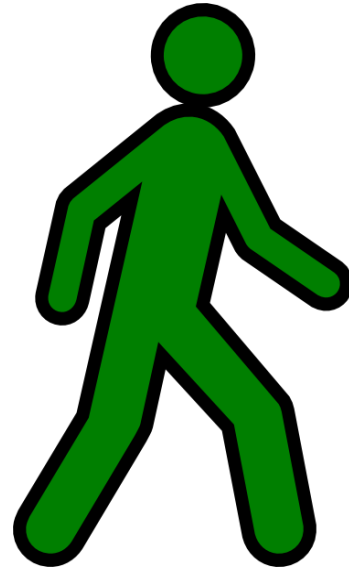
## Soft Skills

Good communication skills  
Reliable  
Self-motivated  
Honest/ Trustworthy  
Good time management  
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  
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

Able to pass Drug & Alcohol test  
Computer skills  
Literacy & numeracy skills  
Fit, strong & healthy  
Full Driver's 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 Health & Safety 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  
Leadership 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

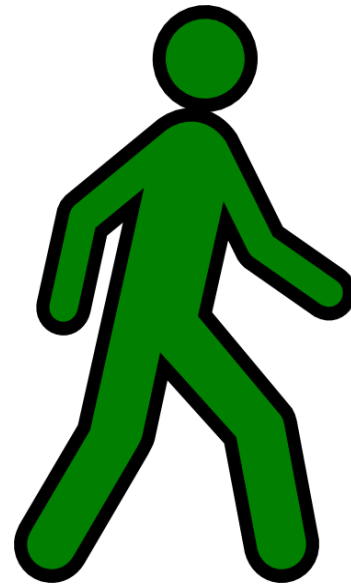
Horticulture Assistant  
Leading Hand Supervisor  
Harvest Coordinator  
Growing Assistant  
Production Assistant  
Orchard: Foreman, Supervisor, Leading Hand  
Trainee Orchard Manager  
Assistant Manager  
Compliance Manager  
Vineyard Operator

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/ Trustworthy
- Good time management
- 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

- Able to pass Drug & Alcohol test
- Organisational skills
- Computer skills
- Literacy & numeracy skills
- Fit & healthy
- Mechanical aptitude/small motor experience
  
- Planning skills
- Tractor & machinery experience
- Strong maths skills
- Record keeping skills
- Health & Safety focus
- Class 2 driver's licence or higher - WTR & 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

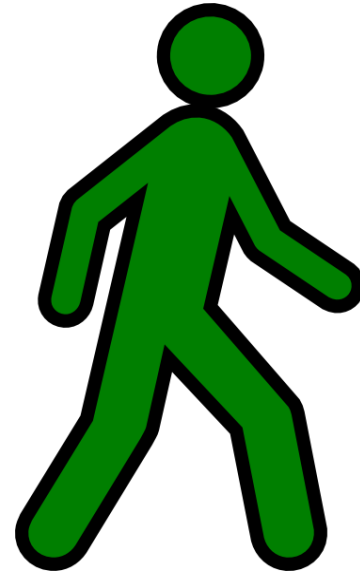
# Horticulture Specialist Roles

## Soft Skills

Good communication skills – verbal & written  
 Reliable/self-management  
 Honest/ Trustworthy  
 Good time management  
 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          ★ Senior level

## Technical Skills

Organisational skills  
 Computer skills  
 Literacy & numeracy skills  
 Full Driver's licence & reliable transport  
 Fit & healthy

Planning skills  
 Record keeping/documentation skills  
 Health & Safety knowledge  
 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 Health & Safety 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

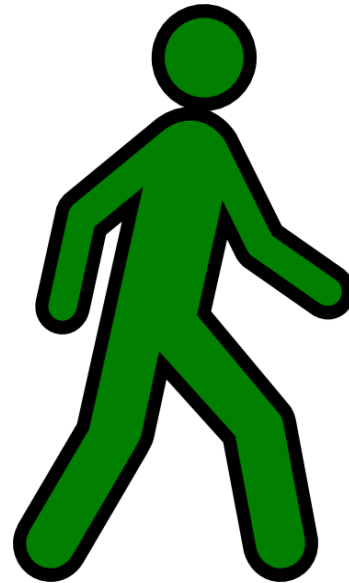
# Horticulture Business Support Roles

## Soft Skills

Good communication skills  
Reliable  
Honest/ Trustworthy  
Good time management  
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  
Analytical thinking  
Strong communication & interpersonal skills  
Problem identification & solving skills  
Strong customer service skills  
Calm under pressure



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

## Technical Skills

Able to follow instructions  
Organisational skills  
Computer skills  
Literacy & numeracy skills  
Full Driver's licence

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

Ability to manage & mentor staff  
Leadership skills  
Strong planning skills  
Strong computer skills  
Research and data analysis skills  
Prioritisation skills  
HR skills & knowledge  
Health & Safety compliance  
Budgeting  
Stakeholder engagement  
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