



Job Title: Farm Operations Manager

Location: primarily Yamhill County, Oregon (occasionally reporting to surrounding area locations)

Job Summary:

Berger International is searching for a Farm Operations Manager to lead our team. Primary responsibilities will be to actively manage and mentor employees. We are seeking a change leader who can guide our team and effectively communicate with our employees, management and industry partners. Manager must be able to observe, compile, and analyze information/ data in order to suggest new ideas. In addition, they must participate in setting and executing company strategic plans, goals and objectives. Must be resilient and have values and ethics that align with those of our company.

Job Duties/Responsibilities:

- Monitor and manage farm operation and seed plant employees as well as contract labor.
- Improve processes and efficiency across operation, increase income/profitability and decrease expenses.
- Participates in key decision making for company as related to farming and seed cleaning operation.
- Mentor for next generation of farm employees.
- Liaison between farm operations, business office and management.
- Manage vendors.
- Lead special projects such as water rights, irrigation, etc.
- Select and implement crop programs.
- Evaluate new potential crops.
- Inspect fields to determine crop maturity, condition, detect disease and insect issues. Direct crop operations such as planning, tilling, planting, fertilizing, cultivating, spraying, and harvesting.
- Monitor activities such as irrigation, chemical applications and harvesting to ensure adherence to safety regulations and industry/company standards.
- Assist with field and shop work as needed.
 - Operate standard farm equipment including tractor, sprayer, truck, swather, combine, forklift, ATV, and RTV.
 - Performs maintenance and repairs on farm equipment as needed such as troubleshooting malfunctions and completing minor/major repairs.
 - Maintains an updated and accurate maintenance/repair log on all machines for reference purposes.
- Maintain paper and/or electronic files for crops and seed plant utilizing farm management software. Support employees in usage of farm management software.
- Adhere to and follows all safety procedures in accordance with training and reports any dangerous conditions to management immediately.
- Maintains financial, operational, production and employment records for farm operations as requested.
- Be a positive spokesperson and representative of our company in the community.
- Attend and participate in company meetings and key industry meetings, events and classes.
- Performs other duties as assigned.

Qualifications:

Required

- 15+ years agricultural experience.
- Management and supervisory experience.
- Precision farming techniques, technology and equipment experience.
- Basic mechanical repairs & Equipment servicing experience.
- Comfortable driving and 18 wheel truck and trailer within Oregon.
- Technology savvy with ability to use common office equipment such as desktop/laptop/tablet computer, printer, scanner, fax machine, smartphone. Good working knowledge of Microsoft Word, Excel, Outlook, Internet.



- Good physical condition allowing for extended amounts of time standing, walking, sitting, reaching with hands and arms, climbing or balancing and stooping, carrying, shoveling, kneeling, crouching or crawling. Employee must frequently lift and/or move 100 pounds or more.
- Proficient at reading, writing, and communication in English.
- Legal to work in the USA.
- Previous Crop Production Experience with: Grass seed, Red Clover, and Hazelnuts as well as other potential crops that thrive in the Willamette Valley is a plus.
- Previous experience with farm management software is a plus.
- Crop Irrigation experience is a plus.
- Basic understanding of seed cleaning process is a plus.
- Ability to read, write and speak Spanish is a plus.

Skills/Abilities:

- **Thought**
 - *Making complex decisions*
 - Manages complexity: Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems.
 - Decision quality: making good and timely decisions that keep the organization moving forward.
 - *Creating the new and different*
 - Strategic mindset: Seeing ahead to future possibilities and translating them into new strategies.
 - Cultivates innovation: Creating new and better ways for the organization to be successful.
 - *Progressive thinker*
 - Open-minded, especially to learning new technologies to improve productivity and profitability. Inquisitive. Creative thinking. Challenges status quo.
- **Results**
 - *Taking initiative*
 - Action oriented: Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm.
 - Resourcefulness: Securing and deploying resources effectively and efficiently.
 - *Managing execution*
 - Directs work: provides direction, delegation and removes obstacles to getting work done.
 - Plans and aligns: Planning and prioritizing work to meet commitments aligned with organizational goals.
 - Optimizes work processes: Knowing the most effective and efficient processes to get things done, with a focus on continuous improvement.
 - Ability to manage multiple projects at the same time and meet agreed upon deadlines.
 - Coordination of resources and vendors.
 - *Focusing on performance*
 - Ensures accountability: Holding self and others accountable to meet commitments.
 - Drives results: Consistently achieving results, even under tough circumstances.
 - *Collect information and data, analyze and make wise proactive timely decisions.*
 - *Enterprising and calculated risk taking.*
- **People**
 - *Building collaborative relationships*
 - Collaborates: Building partnerships and working collaboratively with others to meet shared objectives.
 - Manages conflict: Handles conflict situations effectively.
 - Interpersonal savvy: Relating openly and comfortably with diverse groups of people.
 - *Influencing people*
 - Communicates effectively: Developing and delivering multi-mode communications that conveys clear information to fit unique needs of different audiences.



- Supports vision and purpose: understands company goals in order to motivate others to action.
- Strong mentoring and teaching skills.
- Great negotiation skills.
- **Self**
 - *Being authentic*
 - Courage: Stepping up to address difficult issues, saying what needs to be said in a constructive manner.
 - Instills trust: Gaining the confidence and trust of others through honesty, integrity, and authenticity.
 - *Being open*
 - Self-development: Actively seeking new ways to grow and be challenged using both formal and informal development channels. Lifelong learner.
 - *Being flexible and adaptable*
 - Situational adaptability: Adapting approach and demeanor in real time to match the shifting demands of different situations. Welcomes change.
 - *Strong work ethic*
 - Determined and persistent. Hands on. Willing to do difficult tasks (what is needed).
 - *Hands on*
 - Self-motivated. Takes initiative. Independent and dependable.
 - *Integrity*
 - Values and ethics align with those of the company.

Education/Training/Licenses:

- Oregon Driver's License and a safe driving record.
- 4 year agricultural degree preferred (Farm Management, Crop Management or Agribusiness ideal).
- Farm endorsement or CDL is required.
- Private Pesticide Applicator License is a plus.

Supervision:

- Position reports to the Owner/President.
- Position typically manages at least 7 people and up to 20 depending on the time of year.

Work Conditions & Environment:

- Willing to work long hours seasonally.
- Exposure to hot, cold, wet, humid, or windy weather conditions.
- Exposure to noise from farm and shop equipment.

Typical Work hours:

- Winter 7:30 AM to 5:30 PM
- Spring & Fall 7:30 AM to 6:00 PM
- Summer 7:00 AM to 6:30 PM
- Harvest 7:00 AM to 10:00 PM

Compensation and Benefits:

- Salaried position depending on candidate qualifications and experience.
- Health, Dental and Vision insurance.
- 401(k) plan.
- Workers compensation insurance is provided.

To Apply for Position:



Please email your resume and cover letter to becky@bergerseed.com.

Applicant should expect to participate in a background check and drug test for this position.