



Job Description – Orchard General Manager

Broetje Orchards is now seeking an experienced Orchard General Manager to coordinate and implement the company's diverse orchard activities. This would include managing all orchard components associated with producing conventional and organic apples and cherries. The ideal candidate will have hands-on experience managing a large, modern orchard system, with a large workforce. Day-to-day responsibilities include directing staff, outlining priorities, setting goals and evaluating outcomes. Communication and teamwork are key skill traits. The candidate should be an independent, motivated self-starter who values working in a "team" setting. Formal education, technical certificate, and/or extensive work experience in the area of orchard production, or management is necessary. Bilingual communication skills are a plus. This is a year-round position located near the Tri-Cities. Travel is required to service additional growing areas near Benton City and Wallula. The position will serve as a member of the Management Team. This position reports to the Business Manager.

Broetje Orchards is one of the largest family-owned and operated tree fruit companies in Washington State, growing, packing, shipping, and marketing over 6 million boxes of apples a year. Our mission to be "*a quality fruit company committed to 'bearing fruit that will last'*" (Jn 15:16 NIV) is grounded in a "servant leadership" management approach. Broetje Orchards pursues a socially responsible business agenda, promoting social, economic and spiritual development opportunities for all of our employees and families in the surrounding communities.

Strategic responsibilities include:

- **Accountability**: model and promote Broetje Orchards' mission, vision, and core values of love, community, respect, compassion, and purpose.
- **Technical Experience**: working knowledge to utilize modern orchard practices to produce high quality, consistent fruit.
- **Leadership**: work as a valued team member, actively develop employees as leaders, and serve as a positive role model for other team members.
- **Coordination**: manage the overall orchard operations; establish production goals and direction to meet company objectives; help coordinate the harvest maturity program and provide critical information to prepare the annual post-harvest storage plan.
- **Communication**: ensure constant and informative communication between all employees and outside partners; manage accurate record keeping and reporting systems.

Specific Duties include:

- Direct and coordinate the overall orchard operations including Broetje Orchards' Prescott, Wallula, Burbank and Benton City orchards with the specific goal of implementing strategies and practices to maximize returns for conventional and organic

apples and cherries while adhering to our values and mission. This entails, but is not limited to:

- Supervise and lead the orchard managers to meet key objectives;
 - Manage orchards to ensure efficient/profitable operations while also meeting certification expectations for organics and food/human safety;
 - Lead the day-to-day direction and implementation of the orchard operations, including but not limited to orchard renewal, crop management, crop protection, pest management, irrigation, harvest timing and post-harvest strategies.
- Manage and lead a team of skilled orchard managers and crew leaders ensuring that there is continued development of a training/coaching system in order to have a team of full-time and seasonal employees experienced with modern orchard practices, such as pruning, tree training, trellising, and harvesting as well as.
 - Further develop manager training mechanisms with clear goals and pathways for leadership opportunities among staff.
 - Establish orchard production goals and direction while strategically planning projects with owner, Business Manager and management team.
 - Along with the Post-Harvest Manager and Business Manager, assist in
 - determining optimum harvest strategies and decisions that balance storage life, consumer preference with retail-marketing strategies;
 - providing harvest-maturity information and data to help Post-Harvest Team implement a storage regime plan.
 - Work with all managers to identify and implement innovations and key strategies to ensure continued growth and success.
 - Proven ability to communicate and work with all levels of management.

Desired Qualifications/Requirements:

- Working knowledge of modern, high-density tree fruit production practices
- Proven ability to build and manage a team-oriented culture
- Strong leadership and decision-making skills
- Strong written and verbal communication skills
- Ability to implement projects under pressure
- Proficiency in English and Spanish, a plus
- Familiar and comfortable using Microsoft Office software programs

Educational Qualifications

Bachelor degree in Horticulture, Ag Sciences or Management; and/or Extensive working experience in tree fruit production.

Broetje Orchards is now seeking an experienced, hands-on manager to help coordinate and direct the company's diverse orchard activities. The ideal candidate will have experience managing a large, modern orchard system, with a large workforce. Responsibilities include planning, goal setting, and directing orchard staff to produce high-quality apples and cherries. Formal education, technical certificate, and/or extensive work experience in orchard production or management is necessary. Competitive salary and benefits. Send cover letter, resume, and two professionally-related references to: Lucy Cartagena, 1111 Fishhook Park Road, Prescott, WA 99348 or lucyc@firstfruits.com. For more info, see: www.firstfruits.com. Deadline: February 2, 2018.