Title: Research Lead and Organic Nutrition Specialist

Department: Production

Reports To: CEO

Employment Status:

☐ Exempt  ☒ Full-Time  ☒ Regular
☐ Non-Exempt  ☐ Part-Time  (Check one)
☐ Temporary  (Check one)

Job Summary:

Maintain consistent operation of critical organic irrigation systems for culinary herbs, including unique bioprocessing systems, and serving as a key member of the production team in ensuring consistent performance of equipment throughout the year. Furthermore, the position is expected to serve as a contributing member of the research and development efforts of the company, primarily related to improving crop quality and consistency throughout seasonal changes by designing and executing a variety of trials and experiments with support from research and production team members. The position is an interdisciplinary role combining biological sciences with agronomy, focused on bringing scientific thinking and biological principles to the team to operate microbial based processing coordinated with crop production. The working environment is fast paced with a wealth of opportunity for learning industry pioneering systems, working in sophisticated greenhouses, and involvement in exciting projects ranging from state of the art irrigation systems to advanced supplemental lighting experimentation and deployment.

Detailed Work Activities:

Organic Crop Systems Operation:

• Routinely work with PC based automation controls to monitor and control irrigation and bioprocessing systems.
• Work daily with crops and production team members coordinate balancing crop demands with support systems and ensuring product quality throughout the production cycle.
• Maintain documentation and adherence to organic crop management regulatory requirements.
• Coordinate labor required to collect routine data and water samples as needed.
• Act as a primary troubleshooter for systems under the control of this position to aid team members in consistently meeting production goals.
• Observe and ensure un-interrupted operation of critical equipment in a greenhouse setting in addition to bio-processing equipment.

Biological and Chemical Sciences Advisor:

• Utilize scientific thinking and biological and agronomy education in operations and research projects to troubleshoot and perform a variety of tasks related to daily operations and systems.
JOB DESCRIPTION

• Maintain and operate on-site laboratory equipment, including primarily general chemistry tools, along with some spectroscopy and capillary electrophoresis on occasion.

Research and Development:
• Perform new and evolving research projects related to crop management, supplemental lighting, irrigation strategies and serve in a project management capacity under the guise of management.
• Perform literature reviews for new projects and regularly follow industry technology and trends.
• Communicate needs and coordinate efforts related to projects and operations related to the job scope.
• Attend industry conferences on occasion to keep abreast of the state of the industry.

Back-up Roles:
• Food Safety and Quality Control

Position Type and Expected Hours of Work:
• This is a full-time. Days and hours of work are Monday through Friday, 7:30 a.m. to 4 p.m. Evening and weekend work may be required as job duties demand.
• May be on call when during critical times of the year when crops are in stress.

Tools and Equipment:
• Laboratory Equipment
• Computer
• Hand tools and power tools

Technology:
• Microsoft Office Suite
• Office 365 SharePoint based tools a Plus (OneNote, Teams, SharePoint, Planner)
• Automation HMI on PC and Mobile devices

Education and/or Experience:
• Bachelor’s degree in Biology, Biotechnology, Microbiology, Agronomy, or related degree required. Prior horticulture experience helpful. Spanish speaking is a plus but not required.

Skills:
• Electrical, plumbing and systems design experience a plus
• Experience with Mobile phones, extensive personal computer experience in Excel, Word to catalog and organize information.

Abilities:
• Self-starter
• Communicate to all levels of staff as appropriate.
• Willingness to take on learning unique systems and operations related to the position
JOB DESCRIPTION

• Management skills, supervisory experience

Physical Requirements:
• Ability to lift up to 50 lbs
• Ability to stand for extended period of time
• Ability to exert maximum muscle force to lift, push, pull, or carry objects.

LIMITATIONS AND DISCLAIMER

The above job description is meant to describe the general nature and level of work being performed; it is not intended to be construed as an exhaustive list of all responsibilities, duties and skills required for the position.

All job requirements are subject to possible modification to reasonably accommodate individuals with disabilities. Some requirements may exclude individuals who pose a direct threat or significant risk to the health and safety of themselves or other employees.

This job description in NO WAY states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform other job-related duties requested by their supervisor in compliance with Federal and State Laws.

Requirements are representative of minimum levels of knowledge, skills and/or abilities. To perform this job successfully, the employee must possess the abilities or aptitudes to perform each duty proficiently. Continued employment remains on an “at-will” basis and this should not be construed as a contract of continued employment, express or implied.

North Shore Greenhouses, Inc. is an Equal Opportunity Employer.
Job Description

Manager’s Signature ___________________________ Date ____________

Human Resources Approval/Comments:

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________________________________________________________________________________________

Authorized Human Resources Signature ___________________________ Date ____________

Job Description Acknowledgement

I have read this job description and fully understand the requirements set forth therein. I understand that this is to be used as a guide and that I will be responsible for performing other duties as assigned. I further understand that this job description does not constitute an employment contract with North Shore Greenhouses, Inc.

Employee’s Signature ___________________________ Date ____________