



The Three Affiliated Tribes **Job Description**

ASSISTANT HEAD GROWER

EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

REPORTS TO: Head Grower DEPARTMENT: NG2 SALARY: \$35-37/hr CLASSIFICATION: Non-Exempt	FLSA STATUS: FT-Regular LOCATION: Parshall ND OPENING DATE: CLOSING DATE:
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POSITION SUMMARY: The Assistant Grower is responsible for plant production and maintenance of the Assistant Grower's assigned greenhouse zone(s) and reports to the Head Grower or Crop Consultant. The Assistant Grower position requires an understanding of crop production cycles and industry-standard techniques. The Assistant Grower must have horticultural knowledge of the crops in production, experience with crop fertilization scheduling, and experience optimizing a greenhouse environmental control system. The Assistant Grower must be an efficient communicator and is responsible for working with and directing the greenhouse workers assigned to the assistant grower's zone(s).

ESSENTIAL DUTIES AND RESPONSIBILITIES:

1. The Assistant Grower is responsible for the crop being grown in the assigned greenhouse zone(s)
2. Hands-on work with the crop in the assigned greenhouse zones(s) with assistance from floating greenhouse workers
3. Work with the Head Grower to select crops and varieties to be grown and determine plant position assignments
4. Work with other assistant growers in a collegial manner and provide assistance as needed with other assistant growers' crops
5. Work with the Head Grower to determine crop cycles, including seed dates, projected first harvest dates, and crop removal dates
6. Work with the Head Grower and General Manager to schedule greenhouse employees and manage the horticultural labor demands of the crop being grown
7. Oversee the execution of seeding, seedling management, and transplanting
8. Prepare greenhouse space for transplants, including adding growbags and preparing irrigation and fertilizer systems
9. Oversee Priva System when Head Grower is not on site
10. Manage the irrigation system, including fertilizations scheduling
11. Execute the IPM (Integrated Pest Management) plan
12. Perform crop walks to identify pest and disease issues; understand common pest and disease cycles for each crop to anticipate problems and support early treatment
13. Conduct daily reviews of plant development and growth in the greenhouses to identify plant needs and indications of disease
14. Conduct daily reviews and adjustments of climate strategies (ventilation, temperature, CO₂, HR, VPD, and curtains) and irrigation management according to crop-specific needs using available automated systems
15. Conduct weekly reviews of water analysis results for feed, drain, and slab to establish appropriate nutrient levels in fertilizer mixes
16. Conduct daily reviews of pH, EC, and drainage percentages to adjust fertilization based on crop needs



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17. Review pest and disease monitoring data and establish pest and disease management strategies
18. Calculate proper pesticide doses and spray volumes
19. Monitor the effectiveness of pest and disease management strategies
20. Operate and maintain all greenhouse operational equipment, including irrigation, fertilization, weed control, and pest monitoring systems
21. Conduct weekly crop registration to generate growing trends and accurate production projections
22. Determine appropriate timing for each crop maintenance activity and ensure tasks are completed correctly and on schedule
23. **And other duties as assigned.**

NOTE: The duties listed are not intended to be all-inclusive. Duties assigned to any individual employee are at the discretion of the appointing authority.

SUPERVISORY REQUIREMENTS:

- Supervisory role does not exist for this position.

MINIMUM QUALIFICATIONS AND EDUCATION:

- Minimum of two years of experience as an assistant grower in a greenhouse environment, preferably with a food crop. **PREFERRED**
- Completion of a two-year greenhouse technology college program, Completion of a four-year horticulture degree with greenhouse coursework, Minimum of four years of experience in a hydroponic greenhouse with hands-on crop experience demonstrating increasing responsibility
- Ability to attain and maintain a current North Dakota Pesticide Applicator License **REQUIRED**
- Strong understanding of plant growth and plant responses to varying environmental conditions
- Familiarity with horticultural nomenclature
- Ability to communicate effectively in English (written, oral, and spoken); additional languages such as Spanish are an asset
- Ability to work closely with the head grower to keep the head grower informed of problems or issues requiring attention
- Familiarity with Priva computer software or other greenhouse environmental control systems
- Basic computer skills, including greenhouse production data entry
- Commitment to active participation as a team member and willingness to work across the facility
- Ability to maintain high standards of conduct and professionalism and contribute to team success



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WORKING CONDITIONS:

- Unless otherwise properly approved, the normal schedule of hours is from 8:00 a.m. to 12:00 noon, and from 12:30 p.m. to 4:30 p.m. Deviation from the normal schedule may be required for certain programs.
- This position may be designated as essential personnel and may be required to provide essential services during emergencies, severe weather events, or other critical situations to support continuous greenhouse operations.
- The work environment and working conditions described here are representative of those that are typical of the job and must be met by an employee to successfully perform the essential functions of this job.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Typically performed in an office environment under usual office working conditions.
- Ability to lift up to 50lbs and work a crop life
- Willingness and ability to work year-round in a greenhouse environment; the assistant grower role is not an office based position
- Ability to travel up to 25% of the time.

Note: The statements herein are intended to describe the general nature and level of work being performed by employees and are not to be construed as an exhaustive list of responsibilities, duties, and skills required of personnel so classified. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the employer.

Preference will be given to bona fide American Indian applicants in accordance with TAT policies and Federal Indian regulations for such preference.

THE MANDAN, HIDATSA, ARIKARA TRIBES DOES NOT DISCRIMINATE ON THE BASIS OF RACE, COLOR, NATIONAL ORIGIN, SEX, RELIGIOUS PREFERENCE, AGE, HANDICAP, MARITAL STATUS, POLITICAL PREFERENCE, GENETICS, OR MEMBERSHIP OR NON-MEMBERSHIP IN AN EMPLOYEE ORGANIZATION, EXCEPT AS ALLOWED BY THE INDIAN PREFERENCE PROVISION OF THE CIVIL RIGHTS ACT OF 1964, AS AMENDED AND NORTH DAKOTA HUMAN RIGHTS ACT.

PERSONS OF INDIAN ANCESTRY WHO WISH TO CLAIM INDIAN PREFERENCE SHOULD SUBMIT A COPY OF THEIR TRIBAL ENROLLMENT CERTIFICATE INDICATING THE AGENCY ENROLLED.

All interested individuals must submit the following information:

1. Job Application
2. Diplomas/Certificates and Transcripts
3. 2 Forms of Identification: Driver License and/or State Issued ID and 1 Other
4. Indian or Veteran Preference documents (If applicable)

Submit all necessary information to Recruitment@mhanation.com

Supervisor Signature: _____ Date: _____

Employee Signature: _____ Date: _____