




Natures Haven

CERTIFIED ORGANIC

Employment Pack



www.natureshaven.com.au

JOB DESCRIPTION

Operations Staff

We are seeking passionate, responsible, enthusiastic and “hands-on” operations staff to work closely with the NSW manager/FNQ Manager and relevant personnel in both locations. These roles require outstanding communication skills and a flexible approach to handle a wide range of tasks relating to a diverse business, where there is reward for high achievement.

A number of operational positions are available covering all aspects of growing crops (eg zucchini, pumpkins and onions etc) from ground preparation through to produce dispatch. Experience in growing crops would be beneficial but our most important criteria is recruiting people who are motivated and honest with high integrity, who have an interest in organic farming and a willingness to learn.

Hands on training will be provided, particularly to adapt knowledge to our certified organic farming systems. External training will be available as required.

There is potential for growth within the company with larger volumes or different types of crops being evaluated in our extensive R&D program.



DUTIES

Operations Staff

- Working closely with the NSW manager/FNQ Manager
- Assisting with the day to day activities including but not exclusive to: machinery maintenance, planning, ground preparation, fertilising, planting, irrigation, crop maintenance and logistics, harvest and packing, produce dispatch and transport
- Gain an understanding of Organic and Freshcare Certification requirements. Perform duties in accordance with these standards and guidelines
- Complete all required documentation for HR, dispatch and certification records as required
- Training/supervising seasonal field staff in their duties (including multi-lingual seasonal workers)
- Obtain and/or maintain Forklift and HR licence
- Tractor work as required
- Maintenance on irrigation system as required
- Have a working knowledge of computer systems
- Assist in R&D activities as required



SELECTION CRITERIA

Operations Staff

- Hands-on
- Positive attitude
- Willingness to learn
- Willing to take direction
- Problem solving skills
- Ability to supervise workers
- Computer skills
- Machinery experience
- Irrigation experience
- Growing of vegetables an advantage
- Have or be able to obtain forklift and/or HR licences and Chem-Cert accreditation



EMPLOYEE BENEFITS

Intrinsic

Career

Be guided by some of the best organic vegetable farmers in Australia.
Receive Time off & Financial Support for approved Training & Education Advancement.
Our strategy is to always promote from within. It takes years to develop our people and we want them to grow and progress as we continue our growth.



Workplace Enjoyment

- Be Challenged
- Take Ownership
- Self-Managed Work
- Be Recognised
- Flexibility of Hours
- Scope for Innovation

Work/Life Balance

As is the nature of farming, there are busy times and there are quiet times. We utilise this structure to provide a fair balancing of hours to provide time off when things slow down.

EMPLOYEE BENEFITS

Remuneration

Salary

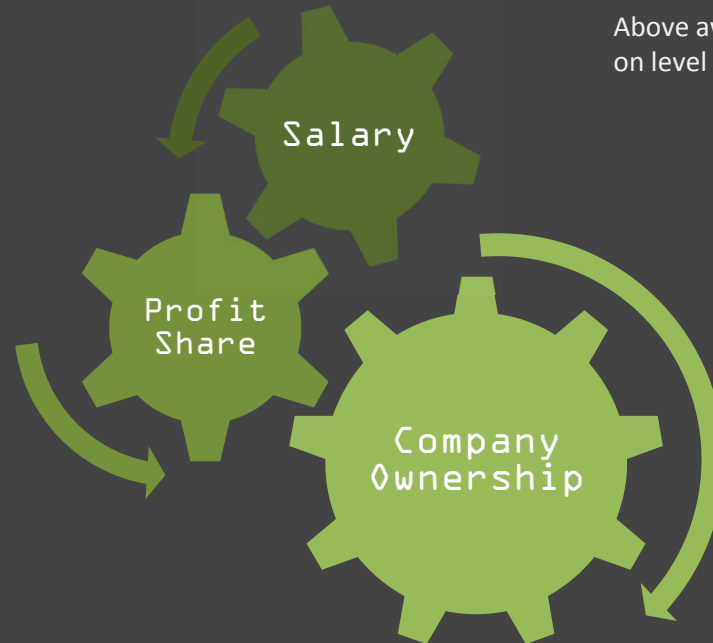
Above award rates will be negotiated depending on level of experience and skills.

Profit Share

Based upon overall company performance, every year

20% of company profits

are allocated and shared with all our permanent employees and distributed using a loyalty model.



Company Ownership

After 5 years of service you earn the option to convert annual profit share returns into Company ownership shares.

◆ THANK YOU ! ◆

Thank you for taking the time to investigate the role we are currently offering.

Should you think we would create a good match, we anticipate your application.

If you have any questions please email us:
jobs@natureshaven.com.au