

Nursery Manager

Full-time (working four weekdays and one weekend day)

We are looking for an experienced grower of bedding plants, who can lead and motivate a team. You will manage all aspects of the production of plants at Perrywood Tiptree in Essex, and work closely with the Bourne family to realise the potential of their new nursery in Sudbury, Suffolk.

We are a family owned and run business which has been growing plants since the 1950s. Our Tiptree garden centre is ranked number 3 in the Garden Centre Association UK league table. Our long term vision is to inspire people to get more plants in their lives, and the Perrywood Grown range of plants is a core part of the business.

Our nursery grows 750,000 plants annually and they are grown exclusively for our two Perrywood stores. We grow our own bedding plants including primulas, pansies, geraniums, petunia, fuchsias, cyclamen, senetti and some perennials such as heuchera and alstroemeria. The nursery includes a propagation house with heated benches and grow lights and a modern warehouse with machinery including potting machine and transplanter. There are currently 7-10 staff, including 3 seasonal temporary staff in the Spring.

Key duties

- Helping us deliver our long-term vision – *to get more plants in people's lives* – and our day to day mission – *to deliver wow customer service and give employees, customers, suppliers and our local community a reason to smile.*
- Overall responsibility for efficient nursery production on both sites – keeping plant quality consistently high. Ensures all of the team follow agreed operating procedures whilst working
- Planning of the annual production cycle – changing lines to ensure crops are profitable and responding to consumer trends
- Lead on recruitment, learning & development and motivation of the team
- Work with Plant Area teams on both sites to deliver high quality plants, as dictated by their customers' needs
- Assess plants for disease, pests and husbandry practice
- Maintains records of growing techniques and production; reviews records and reports to identify trends and to forecast future space and production needs, and commercial viability of crops
- Ensuring health and safety duties are met
- To consider the environmental impact of the nursery, and make improvements where possible
- Provides input into equipment and facilities upgrades and replacement
- Reporting and updates as required for Directors meetings

- Assist Directors and senior team, as required, taking on specific projects to improve running of the business
- Visit suppliers and trade shows/events to keep abreast of trends and opportunities

This is not an exhaustive list and you are required to be flexible in your approach to carrying out your duties.

The ideal candidate

- You have a passion for plants and growing, and know what it takes to produce consistently high-quality plants
- You can lead with authority and inspire and motivate your team, acting as a positive role model and encouraging each team member to be at their best
- You are a clear communicator and can use a variety of methods to keep the team well informed
- You react well in a crisis, and can think on your feet to problem solve
- You are always looking for ideas and opportunities to maintain and improve our garden centre of excellence status

Requirements

- Proven experience in growing a variety bedding plants, within a similar sized operation or larger, and can clearly demonstrate leadership skills
- You'll need to work four week days and a weekend day
- Working across two sites – Tiptree and Sudbury
- Ability to lift and carry e.g. moving stock, operating machinery
- Excellent communication skills essential
- Good standard of English and Maths
- Good IT and technology skills
- Smart appearance

Working with

- Report into a Director
- Work closely with other managers, your team members and senior team

Rewards and Benefits

In addition to a competitive salary you will receive the following benefits:

- **Discount** – after one year employees are entitled to receive a 30% discount for the garden centre (some exceptions apply)
- **Paid holiday** – holiday entitlement is 20 days per year, plus bank holidays. Restrictions apply.
- **Annual Christmas bonus**
- **Part-uniform** provided
- **Training & development**, as required. We have an e-learning scheme called GROW, and also take part in other training with product suppliers and external trainers
- **Free parking**