BERRY PRODUCTION MANAGER

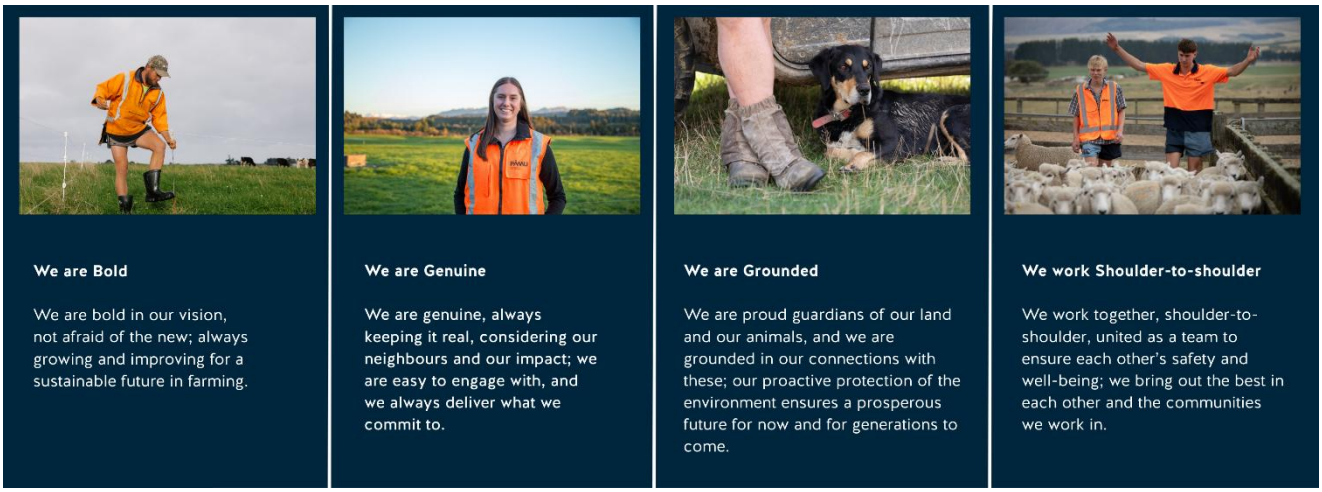
JOB DESCRIPTION

Pāmu is the brand name for Landcorp Farming Limited. We are a State Owned Enterprise and the largest pastoral farmer in Aotearoa New Zealand managing nearly 360,000ha over 110 farms.

Pāmu manages over 15 stations, 40 livestock farms, 42 dairy units, an orchard, several dairy support blocks, and calf-rearing facilities across the motu. We provide jobs for 630 permanent staff and over any 12-month period, we care for a total of 1.3 million sheep, deer, and cattle.

Our Values

Our values are core to who we are at Pāmu and the way we all work together.



Purpose of the Role

The Berry Production Manager supports the Berry Manager by overseeing all activities related to the production of berries at the Northland Berries site that require high labour input. This position significantly contributes to the delivery of commercial volumes of high-quality fruit to meet customer demands.

The role focuses on efficient labour management, rigorous performance analysis, and compliance with industry standards to maximise yield and quality.

Scope and Scale

- The Production Manager reports to the Berry Manager
- Location: Northland Berries
- Direct Reports: Up to 3 FTE as well as up to 80 seasonal and casual employees; third party contractors
- Budget: Responsible for managing site operations within approved budget, including ad hoc costs
- Delegations: As per Pāmu's Delegated Authority Framework
- **Internal Relationships:**
  - Management team for planning and reporting
  - Accounts for invoice processing
  - Pāmu stakeholders for alignment with organisational goals

- Packhouse team

- **External Relationships:**
  - Third party contractors and service providers
  - Certification bodies (eg NZ / Global GAP)
  - Fresh Berry Company
  - Driscoll's

Key Responsibilities

Growing Infrastructure and Operations Management

- Management of labour for developing infrastructure under tunnels, including irrigation, pots, substrate, planting etc.
- Management of all aspects of harvest operations with a focus on efficiency
- Working closely with the Irrigation and Plant Health Manager to provide and train labour to establish and grow berry fruit under best practices implemented and instructed by management.
- Manage and train labour regarding pruning cycles adhering to strict deadlines while focusing on efficiencies

Budget and Resource Management

- Support the Berry Manager to ensure the berry farm is running according to budget and best manage ad hoc cost requirements with management.
- Work with Horticulture operations support to keep accurate records of costs, including hours worked by contractors and seasonal staff.
- Work with Horticulture operations support to ensure labour has been sourced to meet operational targets and deadlines.

Stakeholder Engagement

- Maintain key relationships with both external service providers, and internal stakeholders

Contractor and Staff Engagement

- Engage and manage full time, third-party contractors, seasonal, and casual employees.
- Set work plans with senior management and provide reports on those work plans to management.

People Management & Leadership

- Effectively manage and support employees.

Performance Analysis and Quality Control

- Maintain accurate harvest records.
- Manage quality control of fruit pre, during and post harvest.
- Work with the management team to set harvest piece rates.

- Trouble shooting IT/Tech issues with harvest software and hardware while keeping harvest on track.

Record Keeping and Compliance

- Ensure all Health and Safety policies are adhered to at all times.
- Management and implementation of NZ Gap & Global GAP accreditation and any other certifications needed for market access.

Site Security and Maintenance

- Ensure the site is secured as best it can to be protected from wildlife damage.
- Ensure safe and practical handling of all chemical products, applications, and other materials on site.
- Work with Irrigation and Plant Health manager to plan and schedule repairs and maintenance work on tunnel infrastructure.
- Maintain vehicles and equipment to a high standard, ensuring scheduled repairs and maintenance are completed on time.
- Ensure Pre-start checks are completed and reported on pending repairs required.

Innovation and Project Support

- Be prepared to table new ideas and initiatives that have merit and are worth pursuing.
- Assist with new development project work when required.
- Assist with and implement technology and A.I. into the operation in alignment with Pāmu goals and strategies.

General Duties

- Prioritise workload to ensure work of the greatest importance to the business is undertaken with urgency and to a high standard managing 7 days per week schedules.
- Support and help develop a positive workplace culture; demonstrate excellent interpersonal communication skills.
- Responsibly manage all business resources within accountability levels; undertake all duties outlined in this job description and all other duties as required by the business.
- Demonstrate through own actions a commitment to Health and Safety at work when undertaking work or observing others in the workplace.

Knowledge and Experience

Essential

- Experience in the agriculture or horticulture sector, particularly with berry production or farming systems.
- Previous experience managing people
- Previous experience in site management.

- Highly organised with great attention to detail and process.
- Good communication skills – both written and verbal.
- Able to support and help develop a positive workplace culture.
- Able to prioritise workload to ensure work of the greatest importance to the business is undertaken with urgency and to a high standard.
- Demonstrate through own actions a commitment to Health and Safety at work.

Preferred

- Knowledge of relevant systems or tools for farm management, such as those used for record-keeping and quality testing.
- Working at heights certification
- Previous experience operation Priva irrigation system
- Grow safe accredited
- Experience with berry harvest systems, hardware and software