



ArborGen

Nursery Manager Bullard, Texas

The purpose of this position is to lead a high performing team of employees and plan, manage and oversee nursery functions including crop production, logistics, customer service, administration and maintenance. The Bullard Nursery produces both bareroot and containerized pine seedlings for the western gulf seedling market.

Essential Functions/Responsibilities:

- Direct the operations of the nursery to ensure the production of the highest quality genetic seedlings by leading, empowering and administering high performance teams to consistently supply customers with quality service and on time delivery.
- Direct the delivery of seedlings to customers by coordinating logistics with haulers and other AG nurseries.
- Assure key performance measures are met by developing and communicating an aggressive business strategy that sets high standards of customer satisfaction, operational excellence and personnel development.
- Ensure a safe work place by providing leadership in safety and environmental efforts and monitoring and training individual employees to commit to safety and to the safety of their team.
- Prepare, manage, and forecast expense budgets for the **Bullard Nursery and MS Coolers.**
- Always direct the management of seedling inventory to ensure accurate quantities are made available for customer orders. Communicate regular inventory updates.
- Direct order processing (orders and invoicing) for accuracy and timeliness in SAP.
- Foster an environment that encourages, supports and rewards continuous improvement.
- Implement workable Key Performance Indicators (KPI's) and use the data to manage the nursery.
- Implement new technology as appropriate.
- Manage seed stratification, treatment, and distribution for the western nurseries.

Ongoing Interaction:

The incumbent will be expected to interact daily with direct reports and with peers in the immediate work group. Regular interaction with peers in other groups across the company as related to common targets **such as accounting / budgets. Frequent interaction with Western Nursery Lead.** Frequent interaction with ArborGen Reforestation Advisors and Sales management. Occasional collaboration and interaction with Product Development and technical sales support teams. Participation in outside conferences and symposia.

**Education/Experience/Skills:**

BS or MS degree in Forestry, Agronomy, related science or equivalent experience, with an understanding of and experience in forestry and nurseries and orchards. Candidate must have a strong administration ability to include budgeting, strategic planning, sales and marketing, personnel management and safety.

Physical Requirements:

This is sedentary to medium work exerting up to 40 pounds of force; work may involve climbing, stooping, crouching, kneeling, reaching, pushing, pulling, lifting and grasping; worker is subject to inside and outside environment, noise, vibration, working hazards, fumes, odors, dust, gasses and chemicals; visual acuity is required for experiments; requires hearing sufficient to perceive noises for diagnostic purposes. May require work in the field such as planting, measuring, and harvesting small or large tree stocks.