



FERGUSON

Tree Nursery

New Opportunity Available for **Head Grower**

The **Ferguson Tree Nursery** is looking for a **Head Grower** to lead the Nursery's bare root, potted stock, plug, perennial and seed programs into its next phase of growth. The Ferguson Tree Nursery specializes in the production of species native to eastern Ontario. We produce deciduous and coniferous trees, shrubs, and perennial flowers and grasses. In addition, we are actively growing a native seed program to provide seed for our own plantings and for clients. As Head Grower, you would oversee all these programs, working with the Director of Sales and Business Development and the Director of Finance and Human Resources to ensure the financial success of the business and the satisfaction of our clients.

The Ferguson Tree Nursery is the revenue generating arm of the Ferguson Forest Centre. The Ferguson Forest Centre is a non-profit corporation with a mandate to support sustainable forestry practices provincially and beyond, and also provide high quality outdoor recreation opportunities to the surrounding community. In addition to the Nursery grounds, we manage an extensive 1100 acre trail system, a native species Arboretum, and a community dog park. We work with other organisations collaboratively to offer other recreational activities such as cross-country skiing, snowmobiling, disk golf, and canoe/kayak launch into Kemptville Creek.

The Ferguson Tree Nursery is located in Kemptville, Ontario just 40minutes south of Ottawa. While offering all the benefits of small town, country living, it also boasts quick access to some of the top universities, cultural institutions, healthcare, restaurants and sporting events in the country.

Your Role

Working with the Director of Sales and Business Development, you will collaborate to develop the production plan to ensure targets are met to fulfill customer needs for all the species and formats required. In addition, you will ensure the expected quality standards are met for the various client groups. You will have responsibility for the long-term planning and execution of cultural practices necessary to ensure productive fields, hoophouses, and greenhouses.

Working with the Director of Finance and Human Resources, you will be responsible for the efficient use of human, physical and financial resources in the growing program. You will be a core contributor to staff planning and budgeting and will be engaged all year in managing to those plans to ensure success.

The Ferguson Tree Nursery puts great value in developing our people, their skills, knowledge and expertise. Your impressive staff management skills will include directing the work of and mentoring the Section Growers in each of the key programs and helping them develop in their roles and grow their knowledge and technical skills. You will also help them effectively manage their own staff to ensure all employees in the programs have the opportunity to grow, learn and be engaged in our Mission and Values.



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Are you up for the challenge?

In order to succeed in this role, we would expect that you will bring an impressive combination of education, skills, and high-level experience in a similar business. This will include:

- A post-secondary degree in forestry, horticulture or agriculture from a recognized institution;
- 10 years combined experience in nursery and/or forestry operations;
- 5 years progressive business management experience, preferably in a growing facility, including financial management, strategic planning;
- Proven leadership ability with a philosophy of collaboration and mentorship to ensure positive relationships with colleagues and staff flourish;
- Excellent written and verbal communication skills;
- Excellent ability to manage human and physical resources among competing programs, coordinate staff, and be flexible to change when situations such as weather or customer needs require modifying plans;
- A self-directed attitude towards learning, problem-solving, rigorous research and integrating new ideas to help improve the nursery operations; and
- A high standard of ethical behaviour.

What we Offer

The Ferguson Tree Nursery offers a competitive salary commensurate with experience. In addition, our benefits program includes:

- 3 weeks of paid holidays per year
- RSP matching program
- Subscription drug and allied health professional coverage (i.e. chiropractor, physio, naturopath, etc.)
- Annual clothing allowance

To Apply

Please forward a cover letter and resume introducing yourself to careers@fergusontreenursery.ca