

JOB POSTING



Aso's Danaetl' Adze Kwa
**GRANDMOTHER'S
GREENHOUSE**

Position: Greenhouse Coordinator
Position Status: Full-time 40 hrs/week, Seasonal
Location: Blueberry River First Nation in Northeast British Columbia
Reports to: Seed Collection, Grandmother's Greenhouse
Compensation: \$25.00 – \$28.00/hr
Closing Date: **May 22, 2024**

ABOUT US

Aso's Danaetl' Adze Kwa, "Grandmother's Greenhouse" primary focus is to be a Nation led supply chain which will include native seeds and seedlings for restoration within Treaty 8 territory. Grandmother's Greenhouse is one of the first ecological restoration start-up companies owned by Blueberry River First Nations (BRFN). With a vision to bring native seeds into the hands of BRFN Members, Grandmother's Greenhouse intends to hire and train Blueberry members to undertake leadership roles within the developing native seed and nursery stock production business.

ROLE OVERVIEW

Grandmother's Greenhouse is a for-profit business operating within Treaty 8 territory, supplying native plant seeds for restoration projects. As an Indigenous-owned enterprise, we're dedicated to integrating Indigenous and Western knowledge systems to advance innovative large- and small-scale restoration approaches. We are currently expanding our business to produce large volumes of native plant seeds in farm-style seed production areas that rely on greenhouse grown seedlings for crop initiation and rejuvenation. We are setting up our first greenhouses to support this initiative in 2024.

As the Greenhouse Lead, your role will involve setting up our greenhouse operations and ultimately overseeing the operations of the greenhouse facility where native plant seedlings will be cultivated and propagated to support the establishment and maintenance of the large, farm-style native plant seed production areas.

JOB RESPONSIBILITIES:

Greenhouse Management:

- Plan and execute native plant seedling procurement to meet yearly production targets.
- Plan and execute cultivation schedules for native plants grown in-house, including propagation, transplanting, and harvesting.
- Create species-specific propagation guidelines for native plants (includes technical procedures for growing, pest and disease management, harvesting, packaging, shipping, and cold storage).
- Continuously improve environmental conditions, integrated pest management, and fertilization and irrigation approaches to optimize plant health and growth.
- Maintain accurate plant inventory records, including propagation dates and growth stages and identify opportunities for efficiency gains in greenhouse operations.

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- Develop technical procedures to support record keeping, inventory tracking, and data management.
- Develop sustainable practices like water conservation and energy efficiency.
- Develop relationships with Qualified Professional contractors to provide expert technical advising.

Staff Management:

- Build, train, and supervise greenhouse staff, providing guidance and support to team members and fostering a positive and collaborative work environment.
- Delegate tasks and responsibilities effectively to ensure efficient operation of the greenhouse.
- Conduct regular inspections of plants, equipment, and employee adherence to technical protocols.
- Enforce health and safety regulations in the greenhouse.
- Develop a staff onboarding manual.

Equipment & Materials Management:

- Acquire equipment and maintain equipment needed to meet greenhouse production goals, aiming for continuous efficiency improvements.
- Acquire materials needed to meet greenhouse production goals, aiming for continuous improvement and optimization of plant health and growth.
- Schedule preventive maintenance for equipment to prevent breakdowns. Coordinate repairs promptly.

QUALIFICATIONS/SKILLSET:

- Demonstrated experience in a leadership position managing a team of 5-10 people.
- Hands-on experience in plant propagation techniques (preferably native plants).
- Familiarity with greenhouse equipment and environmental control systems.
- Knowledge of greenhouse safety regulations.
- Experience implementing safety protocols and promoting a culture of safety.
- Experience working in a start-up business environment is an asset.
- Strong leadership and team management skills.
- Research skills to support the development of propagation protocols.
- Ability to innovate while balancing the practical and financial demands of a for-profit business.
- Resourcefulness and critical thinking to optimize greenhouse performance.
- Proactive approach to troubleshooting and continuous improvement.
- Desire to implement ecologically and culturally appropriate practices in greenhouse operations.
- Genuine passion for native plant conservation and sustainable land management.
- Respect for BRFN laws and protocols.

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EDUCATION

- Bachelor's degree or higher in horticulture, botany, plant science, agriculture, or a related field, OR
- Certifications or coursework in greenhouse management, plant propagation, and native plant cultivation, OR
- 5+ years' work experience working in a greenhouse.

WORKING CONDITIONS

- Fast-paced environment
- Work under pressure
- Tight deadlines
- Handling heavy loads
- Physically demanding
- Combination of sitting, standing, walking
- Standing for extended periods
- Bending, crouching, kneeling

BENEFITS

- 6 % vacation to be paid biweekly
- Work life balance (3-day weekends)
- Consistent seasonal employment
- Cultural knowledge transfer opportunities
- Be apart of healing our land