



Seasonal R&D Employee

Overview

Each summer, our company has a number of openings for seasonal employees in our Research & Development departments. These employees assist our plant breeding and product development staff with the planting, management, production and harvest of a variety of crops throughout the growing cycle.

The typical workday for a seasonal employee is Monday through Friday with an occasional Saturday, and begins at 7am and can last up to 8 hours or more, depending on weather and work assignments. The work week ranges from 20 to 40 or more hours, with an average of 40 hours at the peak of the seasons work. Much of the work takes place from mid-June through the middle of August, which can also vary somewhat depending on weather and the condition of the crops.

Duties

Assist with preparation, packaging and planting of the breeding nurseries and development trials.

Assist in the maintenance of the crops and fields, including vine training, plot trimming, plant thinning and weed control.

Assist with tasks essential for reproduction and production, including hand pollination of various crops.

Assist with seed harvest and data collection.

Other R&D tasks as necessary during the season.

Time Off

All time off needs to be scheduled in advance and approved by the supervisor. It's necessary for time off between July 17 and August 4 to be limited as this is the peak of the season.

Working Conditions

- *Must be able to work in all outdoor weather conditions; light rain or shine even when it's hot or cold, wet, dusty and dirty.*
- *May be required to work with or be exposed to chemicals and other potentially irritating substances.*
- *Must be able to work in environments where bees may be present.*
- *Must be able to stand and walk throughout most of the work day.*
- *Must be able to bend down or kneel and work at ground level.*

Qualifications

- *Must be 16 years old or older and have their own transportation to work.*
- *Farming experience is preferred but not required. Training will be provided.*

Personal Qualities

- *Punctual and dependable, while also being flexible with their schedule.*
- *Works well with others and also works independently.*
- *Quick and efficient while also being careful and accurate.*
- *Detail oriented.*
- *Energetic.*
- *Self-motivated and compelled to do great work.*

Physical Requirements

- *Able to lift, carry and use hand tools.*
- *Able to walk and maintain balance over uneven ground when using various hand tools and also avoiding plants in the field.*
- *Must be able to make small finger movements with the delicate touch necessary for handling flower blossoms and blossom parts.*
- *Able to write legibly.*
- *Possess the average and ordinary vision necessary to inspect production fields, plants, flowers, fruit parts and seeds, and operate tools without damaging plants.*
- *Able to hear average or normal conversations and receive ordinary information.*

Mental Requirements

- *Able to understand and follow various instructions.*
- *Able to perform basic math skills, use decimals to compute ratios and percentages, and to draw and interpret graphs.*
- *Able to use a passive vocabulary of 5,000-6,000 words; to read at a slow rate; define unfamiliar words in dictionaries for meaning, spelling, and pronunciation.*
- *Able to communicate in complex sentences; using normal word order with present and past tenses; using a good vocabulary.*