

JOB INFORMATION

Position Overview

Position:	Operations Manager
Business:	LeaderBrand South Island Limited
Region:	Ashburton, New Zealand
Reporting to:	General Manager, LeaderBrand South Island

About LeaderBrand

LeaderBrand is one of New Zealand's most recognised and diverse horticultural businesses. Founded by Murray McPhail in 1975 and built on a pioneering spirit of Kiwi 'can do', LeaderBrand is now a second generation, 100% family-owned and operated vertically integrated farming business. Over the last fifty years LeaderBrand has grown into New Zealand's largest producer and supplier of the highest quality fresh vegetables ranging from salads, broccoli, and lettuce through to asparagus and courgettes.



As a fully integrated business LeaderBrand grow, harvest, process and distribute their produce daily to meet customers' needs and ensure strict quality control standards. They have farms in Gisborne, Pukekohe and Ashburton, growing over 2,500ha of wholesome fresh produce each year for domestic and international customers. LeaderBrand prides itself on being one of the most innovative and well-resourced horticultural business in New Zealand, developing the latest technology and practices alongside best in class people, land and machinery to shape the future of food.

LeaderBrand's mission of "Growing for a Healthy Future" is backed by strong company values and setting the standard for sustainable farm practices, innovation, healthy communities and for ensuring healthy food too. Family values are central to how LeaderBrand operates, creating an environment that's both down-to-earth and empathetic while also respectfully challenging each other and what they do.

Their mantra "from garden gate to dinner plate" is all about providing safe, superior quality fresh produce that tastes great to kiwi families. LeaderBrand are constantly looking for new ways to improve and do business, from investing in new technology to sustainable farming practices, food trends and to giving back to their local communities.

For more information on LeaderBrand please follow this link to their website - <https://www.leaderbrand.co.nz/>



About Ashburton - What You Need To know

Ashburton is a thriving rural town located in the Canterbury region of New Zealand's South Island, about an hour's drive south of Christchurch. It offers a great balance of country living and modern conveniences, with good schools, and plenty of outdoor activities nearby. From skiing in the Southern Alps to fishing and boating in local rivers and lakes, it has it all. The community is friendly and supportive, with a strong agricultural base and growing opportunities in manufacturing and services, making it an appealing place to live, work, and raise a family.

The farm is located 15km (15 minutes drive) from Ashburton, so access is convenient from town and if you are not already a local, take a serious look at joining the flow of people heading to Ashburton who have recognised the great work opportunities, affordable real estate and great lifestyle on offer.

Primary Position Function

Based at the Chertsey site and reporting to the General Manager, the Operations Manager forms part of the Senior Leadership Team. The role is primarily responsible for managing the production, harvest and supply of fresh vegetables and combinable arable crops. Integral to this is staff recruitment, training and supervision, maintaining health, safety and environmental standards, overseeing resource management aspects, enhancing workplace culture, driving continuous improvement across the business and ensuring product delivery is on time and in full.

Operating in a dynamic environment with many stakeholders, this position requires an individual who has strong relationship skills and who has hands-on experience either on-farm or in a comparable industry, where aligned capabilities can be transferred and applied to LeaderBrand South Island's business.

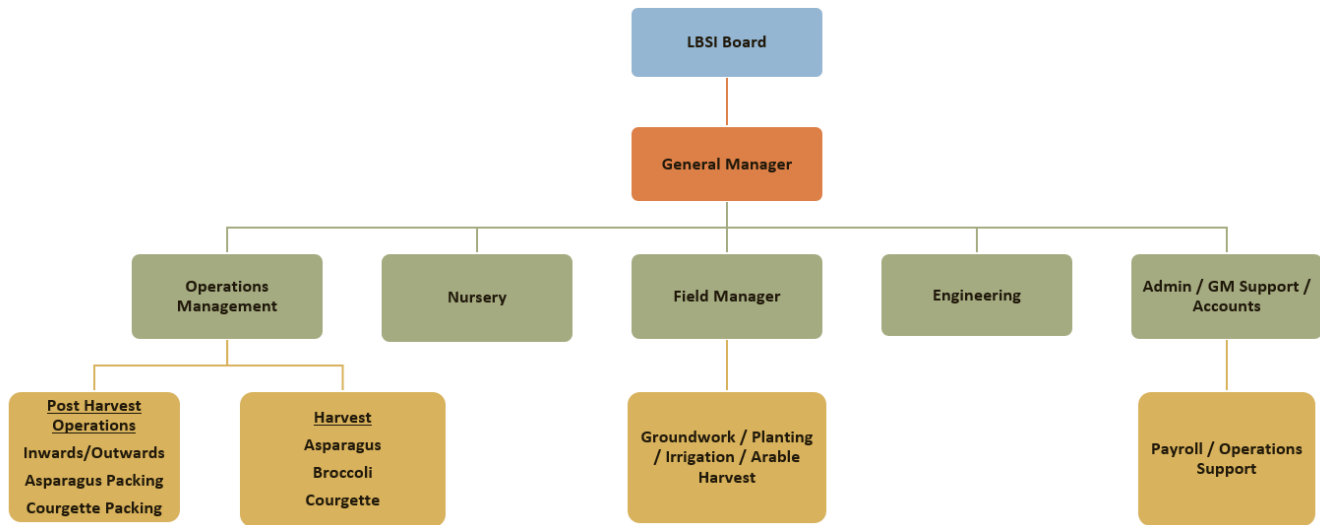
Collaboration across teams is key, along with the willingness to remain hands-on across every aspect of modern horticulture. No two days are the same, making this an exciting role with genuine growth opportunities in farm management and agronomy.

INTERNAL RELATIONSHIPS: General Manager, Field Manager, Agronomy Team, Administration, Field Teams, Nursery Manager, Post-Harvest, Engineering, Marketing

EXTERNAL RELATIONSHIPS: Suppliers, Rural Professionals, Agronomists, Regional Councils, Contractors, Industry Groups, Community Groups.



Organisational Structure – Chertsey Farm, Ashburton



Key Responsibilities & Accountabilities

The primary functions of the position are:

- To safeguard and augment the efficiency of the company's operations to facilitate accelerating development, profitability and long-term success.
- Organise and oversee daily operations.
- Ensure that LBSI is well-coordinated and productive by managing its procedures and training its people.
- Full understanding of all compliance regulations eg FEP, NZGAP, local bodies etc.
- To ensure the profitability and longevity of LeaderBrand South Island's cropping programs.
- To ensure crop recoveries are maximised.
- Manage selected farm maintenance.

Qualifications, Skills & Experience Required

The successful applicant will ideally have transferrable skills from a similar role and come with a genuine interest in growing the highest quality vegetables as well as the following:

- Experience as a grower, horticulture sector professional or operations with a blend of management experience.
- Extensive knowledge of horticultural production/agronomy practices (vegetables would be an advantage).
- Strong operational skills with exceptional people management experience, time management, problem-solving, and decision-making abilities.
- Capable of providing input into the Strategic and Business Plans and executing them with expected results.



- Commitment to regulatory compliance, health & safety and sustainable farming practices.
- Ability to work collaboratively, strong stakeholder relationship skills and manage a team of 15 to 100 staff depending on the season.
- Technology minded and ability to utilise a variety of software.
- Genuine interest in farming, technology and the environment.

Personal Attributes Required

- A proven interest and desire to work in horticulture / field cropping.
- A good understanding of weather and its impacts.
- See the value of having your boots on the ground in a hands-on leadership role.
- Diligent and inquisitive nature.
- Skilled negotiator.
- Organised and self-motivated approach to work.
- Aspirational with a goal setting and results driven mindset.
- Understand concept of “delivery in full, on time and in spec” within a supply chain environment.
- Care and respect toward each other, community, environment, and customers.
- Friendly and professional with excellent communication skills and the motivation to connect with a wide range of people.
- People leadership qualities and team player.
- High levels of honesty and integrity, and the ability to practice discretion.
- Willingness to learn, an enquiring mind and a good grasp of continuous improvement.

Career Opportunities/Benefits

- People leadership qualities and team player.
- Work for a leading food producer in a role with the opportunity to shape the future and set the standard of vegetable production in NZ.
- LeaderBrand South Island values their employees and offer a supportive, friendly, and secure work environment.
- Attractive remuneration package – salary, 4x4 Toyota Hilux and other tools required
- Training, support, exposure and plenty of growth internally within LeaderBrand and externally in the wider industry – grow your career from this incredible network.
- A commercial business founded on strong family values, awesome teammates and a positive team culture.
- A continuous improvement culture, from investing in new technology to sustainable farming practices, food trends to giving back to their local communities.
- Join the flow of people heading to Ashburton region for the great work opportunities, affordable real estate and great lifestyle on offer.



Rural Directions provides an independent and confidential platform for enquires. If you would like to discuss this role further, please call: Rebecca Marshall on 022 690 1312.

