

JOB INFORMATION

Position Overview

Position:	Agronomist
Employer:	LeaderBrand Produce Ltd
Region:	Gisborne
Reports to:	Crop Production Manager

About LeaderBrand

At LeaderBrand, they are passionate about evolving fresh food, creating a healthier world. As a proud family-owned business, their goal is to become New Zealand's most consistent and efficient fresh food producer. Their 400+ people nationwide are the heart of their success. They are always on the lookout for new talent with energy, passion, and a drive to learn - people excited to help shape the future of fresh food. 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 sweetcorn and watermelons.



As a fully integrated business LeaderBrand grow, harvest, 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.

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

To see a video of the entire LeaderBrand operation in Gisborne follow this link - <https://youtu.be/lvibhEJxek4>

About Gisborne - What You Need To know

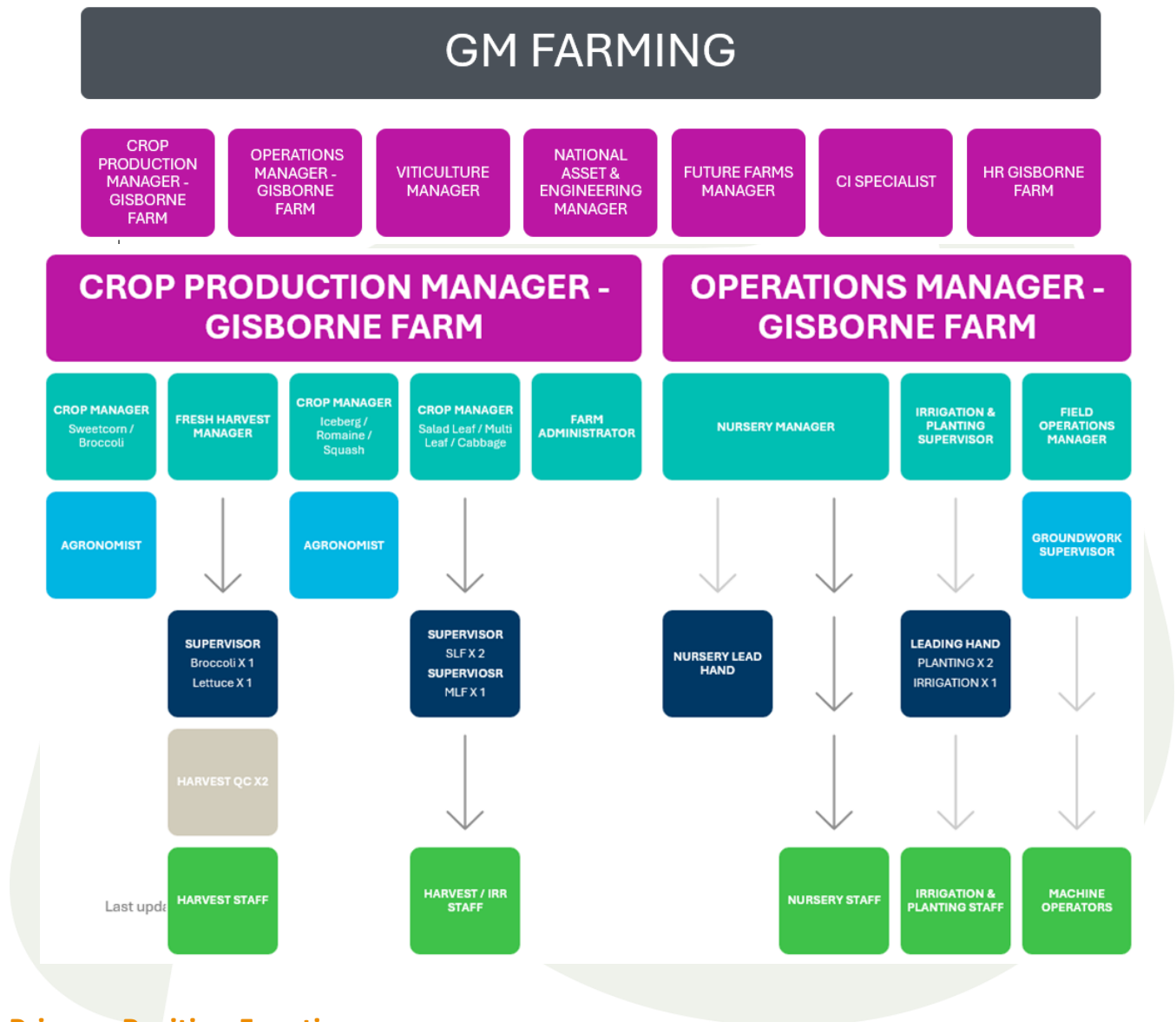
Gisborne is known for its beautiful beaches, great surf, and sunny climate – it is the first city in the world to see the morning sunrise! There are endless opportunities to explore, unwind and for those seeking adventure there is a strong focus on outdoor activities. The city is surrounded by parks and forests, offering plenty of opportunities for hiking, biking, and camping.

Gisborne offers a relaxed, laid-back lifestyle within a close-knit community. It is surrounded by rich agricultural and horticultural land producing protein, fruit/vegetables, and wine, on some of the most fertile plains in New



Zealand. The city hosts several popular events throughout the year, including the Rhythm and Vines Music Festival and the Gisborne Wine and Food Festival.

Organisational Structure



Primary Position Function

The Agronomist supports LeaderBrand's Gisborne cropping team to grow high-quality salad leaves and vegetables from planting to harvest. This is a boots on the ground role with plenty of variety involving crop monitoring, irrigation, pest and disease management, machinery operation, and maintaining accurate production records.

You will have close involvement with the Plant Production Manager (Salad Leaf) and wider farm team to ensure crops are maintained to the highest standard, from planting to harvest to market. As an Agronomist, you will be



right where the action is, supporting crop health and agronomy, overseeing daily farm operations, and helping ensure LeaderBrand's produce is grown to the highest standard.

You will also help supervise and train staff, ensure health and safety, and environmental compliance, and contribute to continuous improvement across the operation. No two days are the same, making this a varied role with strong career growth opportunities in agronomy and farm management. As a fully integrated business, LeaderBrand has the ability to connect every part of their value chain-from seed to store. They value collaboration and embrace this as a core behavior and strategic priority. By encouraging cross functional teamwork, LeaderBrand unlock the full potential of their people.

Key Internal Relationships:

- GM Farming
- Irrigation Manager and team
- Supervisor - Salad Leaf
- Production Manager, Gisborne Farm
- Processing & Distribution team
- Processing/salad house
- Plant Production Manager - Salad Leaf
- Seeder Operator - Salad Leaf
- Operations Manager, Gisborne Farm

Key Responsibilities

Crop Health & Agronomy

- Monitoring spinach, mesclun, lettuce and cabbage and implementing crop protection, irrigation and seeding plans.

Operations

- Daily responsibilities in groundwork, seeding, planting, irrigation, harvesting, and maintaining infrastructure.
- Machinery operation when required.

Staff Supervision

- Staff schedules and communication.
- Involvement in recruitment, onboarding, and induction in line with HR frameworks and processes.
- Involvement in performance management including employment relations matters.
- Internal training and upskilling - both adhoc and planned and in line with HR and Health & Safety strategy.

Environmental Compliance

- Managing water, nutrient and soil responsibly.

Maintenance & Repairs



- Ensuring equipment and infrastructure are in top condition and always ready to go to take opportunities when required.

Communication

- Communicate effectively with stakeholders.
- Professional conduct and a commitment to continuous improvement.
- Demonstrate a team player mindset every day.
- Effective communication, collaboration, and liaison within all other LeaderBrand Business Units.

Record Keeping

- Maintaining accurate production, inventory, and financial records.

Health & Safety

- All operations are carried out according to safe operating procedures. All hazards are to be reported to a Business Unit Manager or supervisor. All accidents, injuries and near misses are reported.

Qualifications, Skills & Experience Required

- Tertiary qualification in Agriculture or a related field (Bachelor's degree or higher preferred).
- Strong knowledge of farming practices and crop management.
- Ideally suits an experienced field technician or agronomist with 2 years' experience. Consideration will be given to an exceptional graduate into a Junior Agronomist role.
- Experience with farm machinery, irrigation, and equipment.
- Understanding of environmental regulations.
- Leadership and communication skills to effectively manage staff and liaise with stakeholders.
- Excellent time management, problem-solving and decision-making abilities.
- Previous experience working outdoors and capable of heavy lifting.
- Accurate record keeping skills and ideally tech-savvy.
- Full New Zealand Driver's License.

Personal Attributes Required

- A safety-first mindset and a commitment to doing things right to make the next person's job easier.
- Confident making decisions, resourceful and capable of solving problems on the go.
- Continuous improvement mindset and able to take personal responsibility.
- Physically fit and energetic, well-suited for a hands-on and practical role.
- Observant and detail-focused for monitoring crop health closely and picking up early signs of issues.
- Comfortable liaising with staff, managers, and external stakeholders clearly and professionally.
- Able to work well in a collaborative environment and guide staff as required.
- Focus on achieving outcomes using good judgement and quick decisions that lead to business success.
- Open to variety, able to handle changing priorities and seasonal pressures.
- Able to keep accurate records, manage time well, and follow through on responsibilities.



- Eager to learn, develop skills, and build a long-term career in agronomy and horticulture.

Career Opportunities/Benefits

- LeaderBrand values their employees like family offering a supportive, friendly, and secure work environment.
- Be part of a purpose-driven business that's leading the way in fresh produce by evolving fresh food and creating a healthier world.
- Training, support, exposure and plenty of growth internally within LeaderBrand and externally in the wider industry – invest in yourself by growing and leveraging your career from this incredible network.
- Work in a culture that values people, progress, and the planet.
- Awesome teammates with a positive team culture deeply ingrained in the business.
- Employment with a highly successful and well-resourced business.
- Contribute to sustainability and innovation in large-scale vegetable production.
- The role and the central farming base is located right on the fringes of town.
- Be exposed to the end-user with hourly market updates on produce.
- Bagged salads and slaws, and delicious produce straight from the field.
- If you are not already a local, take a serious look at joining the flow of people heading to Gisborne who have recognised the great work opportunities and lifestyle on offer.



