

<b>Position:</b>	IPM Team Member
<b>Department:</b>	IPM
<b>Reports to:</b>	IPM Supervisor
<b>Direct Reports:</b>	NIL
<p style="text-align: center;"><b>Our Vision:</b></p> <p style="text-align: center;"><i>“Innovative Australian growing expert, sustainably farming and marketing flavoursome, nutritious fresh produce”</i></p> <p><b>We value:</b></p> <p><b>Teamwork:</b> We consider everyone at Flavorite as our extended family and every member of our team is important. We share ideas and solve problems collaboratively.</p> <p><b>Leadership:</b> We lead ourselves and we lead others to deliver our vision.</p> <p><b>Passion:</b> We are passionate about Flavorite and we are dedicated to growing high quality, fresh produce.</p> <p><b>Reliability:</b> We can be relied upon to do what we say we will do and what we need to do.</p> <p><b>Ethics:</b> We have the highest ethical standards and value honesty, responsibility, accountability in all we do.</p>	
<b>Position Purpose:</b>	
The IPM Team Member is responsible for management of all weeding operations, crop spray applications and involved in other relevant IPM operations across Flavorite.	
<b>Key Result Area:</b>	<b>Specific Tasks:</b>
<b>Weeding Operations</b>	<ul style="list-style-type: none"> <li>• Provide accurate information regarding weeding priorities across the farm (indoor and outdoor) by period</li> <li>• Ensure that weeding tasks are completed as per agreed schedules and monitoring thereof</li> <li>• Ensure that all equipment for weeding applications are clean and kept in a state of good repair</li> <li>• Assist in developing a whole farm plan for the season in conjunction with other IPM members</li> </ul>
<b>IPM Operations</b>	<ul style="list-style-type: none"> <li>• Assist in the preparation of Greenhouse Spray applications when required</li> <li>• Assist in the application of agro chemicals in Greenhouses to eradicate pests and diseases</li> <li>• Ensure the boom spray procedure is adhered to</li> <li>• Assist in the coordination of the spray team and ensure duties are performed effectively</li> <li>• Ensure spray equipment is kept in a good state of repair</li> <li>• Greenhouse areas are clean after application of pesticides or any ad hoc tasks performed</li> </ul>
<b>Grounds Operations</b>	<ul style="list-style-type: none"> <li>• Assist in maintaining hygiene requirements at the entrance of Greenhouse doors in the absence of other IPM Team members</li> <li>• Assist in vermin control as required</li> <li>• Assist sticky trap application as required</li> </ul>

Position Number:	FHT303	Revision Date:	05/01/2021
Position Name:	IPM Team Member	Reviewed by:	Karen Swanepoel

	<ul style="list-style-type: none"> <li>• Ad hoc tasks as required</li> </ul>
<b>Administration</b>	<ul style="list-style-type: none"> <li>• Management of Weeding MAP and effective communication thereof</li> <li>• Assist in ensuring that spray application details are accurate</li> <li>• Assist in the creation of IPM Standard Operating Procedures (SOP)</li> <li>• Responsible for Stock control for Herbicides</li> </ul>
<b>Health &amp; Safety</b>	<ul style="list-style-type: none"> <li>• Maintain the cleanliness of IPM storage areas</li> <li>• Use of correct PPE</li> <li>• Report near misses and potential hazards</li> <li>• Report all incidents involving injury their supervisor</li> <li>• Assist with risk assessments when required</li> <li>• Be an advocate for OH and S compliance</li> <li>• Adhere to all Health &amp; Safety policies and procedures</li> </ul>
<b>Person Specification:</b>	
<b>Mandatory Qualifications / Skills:</b>	<ul style="list-style-type: none"> <li>• Current driver's license</li> <li>• Current ChemCert Chemical Accreditation Certificate</li> <li>• Current forklift licence</li> <li>• Current First Aid Certificate</li> </ul>
<b>Desirable Qualifications / Skills:</b>	<ul style="list-style-type: none"> <li>• Experience in Spraying equipment and application of Herbicides</li> <li>• Experience in Tractor driving</li> </ul>
<b>Personal Attributes:</b>	<ul style="list-style-type: none"> <li>• Able to work both as a team and autonomously</li> <li>• Exceptional communication skills</li> <li>• Ability to work flexible hours and workload</li> <li>• Well organised</li> <li>• Reliable</li> <li>• Able to follow instructions</li> <li>• High Safety awareness</li> </ul>
<b>Physical Specification:</b>	
<b>Physical Demands of role:</b>	<ul style="list-style-type: none"> <li>• Tropical environment – Temperature 23 to 30 degrees and Humidity 60 to 76%</li> <li>• Constant standing and walking</li> <li>• Direct glare</li> <li>• Occasional working at heights within the crop up to 4m</li> <li>• Frequent lifting/pushing/pulling of various weights and volumes</li> <li>• Occasional reaching above shoulder</li> <li>• Able to wear Personal Protective Equipment including full face mask.</li> </ul>

Position Number:	FHT303	Revision Date:	05/01/2021
Position Name:	IPM Team Member	Reviewed by:	Karen Swanepoel