Job Title: Soft Fruit Agronomy & Trial Site Assistant

Reporting to: Head of Agronomy

Direct Reports: N/A

Hours: 8.30 am – 5pm Mon – Fri (flexibility to work weekends if required)

Location: East Seaton Farm, Arbroath, Angus, DD11 5SD

Job Purpose: To support growers in an agronomic capacity and oversee the running of the ASF Scottish variety and development trial site.

Soft Fruit Agronomy Assistant Main duties and responsibilities:

- To integrate with the whole agronomy team to ensure the aims and goals of the department are met in full
- To monitor crops across the grower base, both within and outside the fruit season to assess pest & disease levels, and ensure that crop health, nutrition and irrigation practices remain at a high standard
- Overseeing the ASF Scottish trial site, ensure the smooth running of variety and crop development trials through management of plant husbandry tasks, data collection, and fruit sampling
- To assist the agronomy team with field trials on commercial grower sites as required. Including variety trials, testing new products and production systems
- To develop and maintain effective stakeholder relationships (internal and external)
- To attend customer and industry events as required
- To ensure growers comply with the agronomic standards as set by the business

Trial Site Assistant Main duties and responsibilities:

- To focus trials on variety and cropping system development
- To ensure the smooth running of trials through planning and scheduling of plant husbandry tasks, data collection, and fruit sampling
- To work collaboratively with internal and external stakeholders
- To undertake any other duty commensurate with the role
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<tr>
<th><strong>Person Specification</strong></th>
<th>Essential</th>
<th>Desirable</th>
<th>Assessed</th>
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<tr>
<td><strong>Education</strong></td>
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<td>Minimum GCSE Grade A-C or equivalent in maths and English.</td>
<td>X</td>
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<td>Application</td>
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<td>Knowledge of horticultural production systems, pest and disease recognition (ideally soft fruit)</td>
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<td>X</td>
<td>Application, interview</td>
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<td><strong>Experience</strong></td>
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<td>Proven experience within the soft fruit sector.</td>
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<tr>
<td><strong>Skills</strong></td>
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<td>Proficiency in Microsoft Office applications (especially Excel)</td>
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<td>Application</td>
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<td>Effective verbal and written communication skills</td>
<td>X</td>
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<td>Application/Interview/Test</td>
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<td>Ability to prioritise and self manage effectively</td>
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<td>Ability to use initiative and work part as a team</td>
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<td>Attention to detail and accuracy</td>
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<td>Application/Interview/Test</td>
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<td>Ability to work outside, including walking, standing, kneeling and stooping for extended periods.</td>
<td>X</td>
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<td>Application/Interview</td>
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<td>Full, clean driving licence</td>
<td>X</td>
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<td>Application/Interview</td>
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Angus Soft Fruits
Company Values and Behaviours

**Integrity** – we do the right thing; we meet industry standards
- Demonstrates an honest, ethical and authentic approach
- Honours agreements and so forms reliable, long term relationships
- Remains polite, courteous and respectful at all times
- Gives and receives objective, constructive feedback
- Trusts the team to deliver results
- Has an open and honest conversation to improve performance when necessary

**Exceed** – we over deliver
- Sets clear SMART targets and priorities
- Explores opportunities to exploit ASF points of difference
- Ensures colleagues have personal development plans
- Works with customers and colleagues to solve challenges
- Takes a positive approach and focuses on being the best

**Efficient** – as experts we continuously seek to improve our supply chain processes and costs
- Is organised and does the right thing at the right time
- Communicates clearly and concisely
- Looks to simplify work and make things more efficient
- Keeps commitments made to colleagues and customers
- Avoids unnecessary waste and costs to improve profitability
- Prepares well for meetings, manages the agenda and follows up on actions

**Innovate** – we develop new varieties and other creative approaches
- Encourages new ideas
- Challenges the status quo
- Understands our market place; customers and consumers
- Encourages people to take a wider view eg by shadowing colleagues in other parts of the business
- Is brave to try new ways of working
- Finds ways to promote the products as part of a healthy lifestyle

**Collaborate** – we work closely with colleagues, customers and suppliers to build long term relationships
- Treats people like people rather than costs
- Builds meaningful, supportive relationships
- Ensures everyone has clear roles and responsibilities
- Listens and uses appropriate words and body language
- Is positive, motivational and enthusiastic; a good role model
- Presents solutions to problems and challenges
- Works together as One Team to achieve results
- Praises and celebrates successes