



Nursery Manager, WIRRED

Walkers Institute for Research, Education & Design (WIRRED)

Position Overview

WIRRED is seeking a Nursery Manager to be a valued member of its senior leadership team. The Nursery Manager will play a crucial role in carrying out WIRRED's growth strategy for evolving Walkers Reserve in Barbados from an active sand quarry to a vibrant food forest.

At WIRRED, we value authenticity, innovation and integrity and seek to foster an environment of inclusiveness, empowerment, and abundance. The ideal candidate will have a deep commitment to the mission and values of WIRRED, excellent managerial skills, be experienced in nursery operations and have a passion for customer service. In-depth knowledge of horticulture is an asset.

Responsibilities

The Nursery Manager is responsible for the development, improvement, management and operation of the nursery at Walkers Reserve which includes but is not limited to:

- Overseeing all managerial functions including hiring and training staff, ordering stock, managing accounts, and responding to customer queries.
- Growing and maintaining, trees, shrubs, and flowers to maintain a healthy nursery ecosystem and ensure the success of the business.
- Working closely with our Regeneration Specialist; and providing support and technical experience to the Agricultural Supervisor and the Regeneration Team.
- Routinely communicating and emphasising the organization's regeneration mission, vision, and culture throughout nursery management and operational activities so that it inspires team members and builds momentum behind positive action.

Deliverables

- Overseeing and improving the daily functions of the nursery.
- Opening the nursery in the morning and closing at the end of the business day.
- Hiring and training nursery staff.
- Creating staff work rosters and delegating duties.
- Growing plants, trees, and shrubs to use as stock and inputs for regenerative activities at the Reserve.
- Developing soil and potting mixes through composting and other regenerative processes.
- Ordering nursery stock where necessary including soil, shrubs, plants, and trees.
- Managing and ensuring the correct use of nursery stock inventorying systems and point of sale systems.
- Managing in-person and online sales.
- Budgeting and financial goal setting, accounting management and directing the organization's operations to meet budget and other financial goals while delivering agreed performance indicators within budget.
- Monitoring watering times, soil conditions, and plant positions.
- Monitoring weather conditions and paying special attention to hot or cold temperatures.
- Creating attractive garden and plant displays.
- Responding to customer requests and assisting the nursery staff.

Education

- Post-secondary qualification.
- Demonstrated knowledge of plant life cycles, grafting and propagation.
- Certificate in customer service training would be an asset.

Experience

- 1 to 3 years' experience with general management responsibilities in a high-paced, commercial environment.
- Experience in nursery operations is an asset.

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- Experience in the development of organizational processes, including budget and resource development, and strategic planning.
- Proficiency in Microsoft Office suite (Word, Excel, Outlook, PowerPoint).
- Expertise in defining and scaling processes, both internally and with external partners.
- High level of motivation and energy with desire to “roll up sleeves.” Proven track record with and enthusiasm for building from the ground up and leading with a vision to the future.
- Demonstrated strong project management skills – experience in relating to senior management and Boards of Directors, desirable.
- A deep commitment to the mission and values of WIRRED.

Core Competencies

- *Business Acumen and Agility*, open to change and flexible in a fast-paced environment. Effectively adapts own approach to suit changing circumstances or requirements. Reflects on experiences and modifies own behavior. Performance is consistent, even under pressure. Always pursues continuous improvements.
- *Effective Communication*, expresses ideas or facts in a clear, concise and open manner. Communication indicates a consideration for the feelings and needs of others. Actively listens and proactively shares knowledge. Handles conflict effectively, by overcoming differences of opinion and finding common ground.
- *Partnership*, demonstrates understanding of the impact of own role on all partners and always puts the end beneficiary first. Excellent negotiating skills. Builds and maintains strong external relationships and is a competent partner for others.
- *Ethical Conduct*, conduct business in an ethical, open and transparent manner. A responsible steward of the organization’s funds and its relationships with donors, partners, clients, employees, volunteers, interns, communities and supporters. Accountable for the way in which resources are used and strive to do so in an efficient and effective manner.

- *Integrity and Inclusion*, treats all individuals with respect; responds sensitively to differences and encourages others to do the same. Upholds organizational and ethical norms. Maintains high-standards of trustworthiness. Role model for diversity and inclusion.
- *Leadership*, Ability to lead self and others, acts as a positive role model contributing to the team spirit. Collaborates and supports the development of others. Ability to effectively, persuasively and tactfully interact with employees at all levels of the organization. Acts as a positive leadership role model, motivates, directs and inspires others to succeed, utilizing appropriate leadership characteristics.
- *Personal Effectiveness/Credibility/Results Oriented*, efficiently establishes an appropriate course of action for self and/or others to accomplish a goal. Actions lead to total task accomplishment through concern for quality in all areas. Sees opportunities and takes the initiative to act on them. Understands that responsible use of resources and maximizes our impact on our beneficiaries. High level of personal and professional integrity and trustworthiness with a strong work ethic and the ability to work independently with minimal direction.
- *Problem Solving/Analysis*, evaluates data and courses of action to reach logical, pragmatic decisions. Takes an unbiased, rational approach with calculated risks. Applies innovation and creativity to problem-solving.
- *Strategic Perspective*, develops and implements sustainable business strategies, thinks long term and externally to positively shape the organization. Strong organizational, analytical, and strategic planning skills with attention to detail and a high quality of work in a transitioning and high-pressure environment. Anticipates and perceives the impact and implications of future decisions and activities on other parts of the organization. Ability to elicit cooperation from a wide variety of sources, including senior management, clients, and other departments

Reporting and Supervisory Chain

The position will report to the Regeneration Specialist and work collaboratively with the Director of Special Projects, Director of Research & Development, Program Manager, Agriculture Supervisor, and the Administrative Coordinator, CPRI.

Work Environment

This job operates predominantly in the field with some time spent in an office environment. The incumbent will be required to move between the various business locations of WIRRED. This position requires travel.