

## Succulent Gardens



### President

Job Location: Castroville, CA Job Type: Full time, exempt

Compensation: Extremely competitive and comparable to a senior role at a much larger nursery operation.

**ABOUT SUCCULENT GARDENS:** Succulent Gardens is the premier family owned wholesale/retail nursery in Northern California dedicated to the growing of over 400 varieties of quality succulent plants. We are looking to invest in the right leader who can scale the business in the long term. The nursery currently covers three acres and the plants are displayed both in greenhouses and outside. Sizes range from small 2" containers to large specimens. Customers include retailers, landscape professionals and the public. For more information, visit:

[www.sgplants.com](http://www.sgplants.com)

### Job Description

Succulent Gardens is seeking an exceptional President to lead and manage the company's business in Castroville, CA. You will be responsible for the existing 2 acres of greenhouse succulent plant material and 1 acre of outdoor succulent plant material.. You will report directly to the owner and manage the sales team, the production team, and all aspects of the business..

### Responsibilities

#### General

- Leading team toward accomplishment of sales objectives, goals and profitability targets
- Managing the nursery's inventory, quality and product mix
- Developing and training excellent team supervisors
- Scheduling and maintaining appropriate staffing of the sales and production team

#### Operations

- Developing business standards, management practices and training programs to ensure proper inventory levels and quality nursery plants, specifically by ensuring that the production team
  - meets production and stock planting targets, and
  - uses proper horticultural techniques, including planting, watering, weeding, pruning, pest control, and plant identification
- Maintaining and developing production stock and plant material sourcing relationships adequate to meet current and future plant inventory requirements
- Maintaining a clean and orderly work environment
- Overseeing adherence to safety and compliance requirements

## Planning

- Maintaining an inventory management system
- Setting monthly planting, stock and other production goals based on sales projections and forecasts
- Identifying growth areas for the business and identifying the resources needed to achieve that growth.

## Sales

- Develops business standards, management practices and training programs to ensure a high level of customer satisfaction, specifically by ensuring the sale team
  - is responsive,
  - communicates clearly and effectively,
  - demonstrates a strong knowledge of the plant material,
  - pulls high quality orders, and
  - accurately and promptly bills customers
- Develops relationship with key nursery customers in order to maintain customer satisfaction
- Manages merchandising and facility layout to improve customer experience and nursery operational efficiencies

## P&L

- Connect decisions at the nursery to results in the P&L
- Manage to gross profit targets and handle bonus planning for employees
- Balance growth and investments required with annual financial targets

## Job Requirements

- Passionate about sustainable, waterwise agriculture
- BS degree in agriculture or the equivalent
- Prior head or assistant grower experience in a commercial-scale agriculture company
- Understanding of P&L and ability to manage to financial metrics
- Familiarity with greenhouse practices, propagation, pesticides, Integrated Pest Management, fertility, soil management and best irrigation practices
- Pesticide Applicator's License (may be obtained upon hire)
- Background in production planning and inventory management
- Preference given to a bilingual candidate (English/Spanish)
- Strong planning and organizational skills
- Must be comfortable in Microsoft Office and internet applications. While a strong horticulture background and experience is required, being successful in this role will likely require up to half time in the office and on computers.
- Successful candidate will be able to communicate effectively at all levels of the organization, juggle multiple objectives simultaneously, and resolve routine issues independently with the judgment to escalate issues as required
- Must demonstrate right to work in the United States.

## To Apply

Please email your resume and cover letter to [john@sgplants.com](mailto:john@sgplants.com).