



---

2717 Tye Brook Hwy  
Piney River, VA 22964  
Revised Oct 20, 2023

## Horticulture Production Development Program Position Description

**Position Description:** Saunders Brothers is a wholesale nursery and orchard operation in central Virginia. Saunders Brothers is looking for talented, enthusiastic, promising individuals with a passion to work in production horticulture, marketing, and sales. Successful applicants will work at Saunders Brothers in all aspects of the business including production, harvest, shipping, sales (retail and wholesale), and customer service.

### **Goal of program:**

- Identify individuals with a passion for horticulture.
- Develop and assess the potential future workforce and leadership at Saunders Brothers.
- Seek individuals with potential to lead crews or groups at Saunders Brothers.
- Offer opportunity for individuals to participate in all aspects of the business including production, harvest, shipping, sales (retail and wholesale), and customer service in order to appreciate the interdependence of all departments.

### **Expectations:**

- Work in all phases of each department alongside other departmental team members including work in production: potting, planting, pruning, spacing, harvesting, etc.
- Complete report of activities and observations at the end of each departmental rotation.
- Meet weekly with Saunders Brothers Human Resources Manager.
- Meet with Human Resources Manager at the end of each work segment to review expectations of the next segment.

### **Requirements:**

- Preferred 4-year college degree and 2 years of post-college work experience, or 6 years of post-high school/GED work experience.
- Provide the opportunity to take the Virginia Private Pesticide Applicator test by conclusion of program.
- Physically capable of performing the responsibilities and requirements of this position.
- Willing to work outside in all types of weather.
- Have good math skills and computer skills including knowledge of Microsoft Exchange/Outlook, Excel, Word, and Google Applications. May be required to take classes to improve computer skills as necessary.
- Able to handle several tasks at the same time, prioritize workload, and have flexibility as work demands change.
- Good communication skills and be able to effectively work with other staff members.
- Strong work ethic.
- Willing to work Saturdays and after hours as needed.
- Have a valid VA Driver's License and must be eligible to be insured by our insurance carrier.
- Willingness to learn in Spanish is a plus.

### **Non-Compete/Confidentiality/Commitment Agreement:**

- Individuals would sign a non-compete agreement at the onset of the program. This agreement prohibits work at any other nursery or horticulturally related entity (fruit or nursery) within 200 miles of Piney River for a minimum of 1 year from the beginning of the apprenticeship. Exceptions would require pre-approval by SBI management. The non-

complete document may be nullified if, upon completion of the program, the individual is not offered full time employment.

- Individual will be required to sign a confidentiality agreement at the beginning of the program.

**Supervising Team:** This position will answer directly to the Human Resources Manager of Saunders Brothers, Inc.

**Pay and Benefits:** We offer a competitive hourly rate, health insurance, vacation package, and employee pricing on plants and farm market items. We also offer professional training and staff development for employees. Upon successful completion of program individual may be offered full time employment at Saunders Brothers.

**Start Date and Length of Apprenticeship:** Length of program is 40 weeks, starting approximately on February 7 and ending approximately on November 15, with a possible extension of 12 weeks (maximum length 52 weeks). Position will be filled as soon as a qualified applicant is identified.

**Work Time and Hours:** Normal working hours are Monday through Friday 8:00 AM to 5:00 PM. Summer hours are typically from 7:00 am until 4:00 pm. However, the individual must be willing to work additional hours as department/workload dictates. Will be required to work some Saturdays and occasional Sundays in certain departments. Vacation is highly discouraged from Feb. 15 - May 28 (Weeks 7-21). Vacation must be approved in advance by the Human Resources Manager.

**Drug Testing and Background Checks:** Saunders Brothers is committed to providing a drug-free and safe workplace. Therefore, this individual will be subject to random drug testing, reasonable suspicion testing, and will be subject to post-accident testing. In addition, the applicant will be subject to a background check.

**Information and Application:** Contact the Saunders Brothers Human Resources Department at [jobs@saundersbrothers.com](mailto:jobs@saundersbrothers.com). The job description can be seen at [www.saundersbrothers.com](http://www.saundersbrothers.com) and the application can be downloaded or completed on our website. Application must be submitted with resume in order to be considered.

### **Saunders Brothers Core Values**

**Faith-** Our Core Values and business practices are directed by our Christian faith.

**Integrity-** Honesty and truthfulness are foundational to our business and we seek to do what is morally and ethically right.

**Passion-** We strive to enthusiastically share our love for Agriculture by connecting people with plants, fruit, and the farm.

**Family-** The Saunders Brothers Family includes and fosters many diverse families, generations, races, religions, and nationalities.

### **Business Purpose**

To make a profit doing something we love.

To have a positive impact on our employees, customers, suppliers, community, and environment.

To provide a productive, nurturing, and fulfilling environment for our team.

### **Strategy**

To be a premier supplier of superb-quality plant material for garden centers, landscapers, and public gardens throughout the Eastern United States.

To be a premier supplier of extraordinary fruit to the people of the Mid-Atlantic area.