



Job Description

Position title:	Avocado Grower Services Manager
Direct reports:	GM Avocados
Liase with: Internally Externally	• Quality and Compliance Manager • Te Puna Management team • Avocado team • All DMS employees • Local Market Distributors • Export Market Distributors • Contractors • Avocado Growers • Transport and logistics providers

Main Purpose

The Avocado Grower Services Manager supports the GM Avocados in the successful operation and development of the DMS avocado business, including:

- Providing seamless supply of avocados to Te Puna packing operations to support effective and efficient pack planning.
- Managing grower relationships and supporting the development of the avocado client base.
- Planning and coordinating avocado harvest activities, including orchard picking schedules, fruit flow and harvest logistics.
- Managing DMS-leased and managed avocado orchards and coordinating orchard activities to support production and fruit quality.
- Coordinating contractors and other resources required for orchard and harvest operations.
- Supporting industry, quality, food safety and health and safety compliance requirements, including spray diaries, GlobalG.A.P., fruit maturity, packing requirements and Avogreen.
- Applying and developing technical knowledge across the avocado business, including spray programmes, fertiliser requirements and soil, leaf and water testing and analysis.
- Supporting the GM Avocados in the continued growth and development of the avocado business.

The role requires a high level of flexibility and adaptability. Priorities can change quickly due to seasonal conditions, weather, crop requirements, grower needs and operational demands, and the position is expected to respond accordingly, think on its feet and contribute wherever required across the avocado operation.

Please note that during the kiwifruit main packing season (March to June) this role will likely be working within the kiwifruit packing operations at Te Puna.

Principal Tasks

Function Description		Avocado Grower Services Manager
Key Result Areas	Actions	KPIs
Avocado Grower Services – Grower Liaison	• In conjunction with the GM Avocados and avocado team, manage relationships with allocated avocado growers. • Maintain clear, regular and effective communication with growers. • Understand grower requirements and coordinate appropriate DMS resources and support. • Actively identify opportunities for new avocado growers to pack their fruit with DMS Progrowers. • Support the onboarding and development of new grower relationships.	• Strong and professional grower relationships maintained. • Grower requirements are communicated and followed through. • Grower service and operational requirements are effectively supported. • Target number of hectares secured each season.
Avocado Orchard Management – Orchard Operations	• Coordinate contractors to complete on-orchard tasks at the appropriate time to support optimal production and harvest outcomes across DMS-managed and leased orchards. • Monitor orchard activities and follow up on required work. • Work with growers, contractors and the avocado team to address orchard requirements. • Assist with practical orchard tasks as required, including ground picking and fertiliser spreading.	• Orchard activities are completed at the appropriate time and to the required standard. • Production is supported and maximised across DMS-managed and leased orchards. • Contractors and orchard resources are effectively coordinated.
Avocado Harvest – Harvest Planning & Coordination	• Work with the avocado team to coordinate the avocado harvest process, including picking order, weekly picking schedules, local and export market flow, bin control, trucking logistics, contractor appointments and compliance. • Coordinate orchard maturity testing. • Monitor harvest progress and adjust plans where required. • Coordinate with the Te Puna packhouse to support required fruit flow.	• Harvest schedules are prepared and communicated in a timely manner. • Fruit flows to the packhouse in line with operational and market requirements. • Bins, trucking, contractors and other harvest resources are effectively coordinated. • Orchards are tested in a timely manner to support



	• Ensure H&S processes are completed correctly and contractors are appropriately inducted and compliant.	harvest timing and fruit flow. • Contractor, H&S and compliance requirements are met.
Technical & Operational Support	• Maintain an understanding of Avogreen requirements and orchard spraying processes. • Provide and apply technical knowledge across the avocado operation, including spray programmes, fertiliser requirements and soil, leaf and water testing and analysis. • Drive a ute and trailer as required. • Assist growers and the avocado team with practical tasks and operational requirements as needed.	• Technical and operational requirements are effectively supported. • Required orchard and technical activities are completed accurately and within appropriate timeframes. • Practical and operational support is provided as required. Orchards are tested in a timely manner to optimise fruit flow to the packhouse
Operational Flexibility & Problem Solving	• Respond to changing operational requirements, including weather, crop conditions, harvest priorities, grower requirements, contractor availability and packhouse demands. • Take initiative to identify and resolve day-to-day operational issues. • Adjust priorities and provide support across grower services, orchards, harvest, logistics and packhouse operations as required. • Escalate significant issues to the GM Avocados or relevant manager.	• Operational issues are identified and addressed promptly. • Priorities are managed effectively as circumstances change. • Appropriate initiative and flexibility demonstrated. • Effective support provided across the wider operation when required.
Kiwifruit Harvest – Te Puna Packhouse Support	• Support Te Puna kiwifruit packing operations during the main kiwifruit season, generally March to June, as required. • Work across operational areas according to seasonal requirements and priorities. • Assist with practical and operational tasks during busy periods	• Provides effective support to Te Puna kiwifruit operations during the main packing season. • Responds appropriately to changing seasonal and operational requirements. • Works collaboratively with the wider Te Puna team.

Supporting Tasks

Leadership

- Provide clear leadership and direction, building cooperation and confidence to achieve business objectives.
- Act as a professional role model and represent DMS appropriately.
- Address differences and conflicts constructively and work towards resolution.

General

- Assist the GM Avocados and wider DMS Management Team in achieving overall business objectives.
- Maintain a customer-focused approach and promote DMS and its services at appropriate opportunities.
- Maintain appropriate dress, demeanour, tidiness and cleanliness in the workplace.

Health and Safety

- Actively promote and comply with DMS Health and Safety requirements, including identifying and managing hazards.
- Support staff and contractors with relevant Health and Safety information and systems.

Projects / Administration

- Undertake projects and additional tasks as requested, demonstrating initiative and accountability.
- Complete forms, reports, records and other administration promptly and accurately.

Team Culture

- Promote DMS team culture, strategies and initiatives and demonstrate the DMS Core Values.
- Participate in team activities and discussions and share relevant information and resources.
- Treat others with dignity and fairness and maintain cultural sensitivity at all times.

Self-Development

- Continue to develop skills and knowledge relevant to the role and proactively seek appropriate training and development opportunities.