

Join the team making real

# GROWTH HAPPEN

Perennia Food and Agriculture Corporation is Nova Scotia's development agency focusing on the food sector. Our mission is to support success, transformation and economic development in Nova Scotia's agriculture, seafood, cannabis, and food and beverage sectors. That means our team of bright, engaged specialists are always learning, always evolving, and always ready to take on a new challenge. **So, what are you waiting for? Come Grow with us.**

## Manager of Horticulture

Perennia offers an integrated suite of services to the agriculture and seafood sectors with a focus on on-farm production, quality and food safety, analytical services and product development and improvements. Our highly skilled and collaborative team focuses on superior customer service, proactive solutions, and innovative approaches to meet client needs.

To assist in this effort, we are seeking a full-time Manager of Horticulture for a 1-year maternity leave to lead a province-wide specialized and multi-functional team. The term is anticipated to begin in April or May 2024, or earlier, to facilitate a minimum transition period of two months before the yearlong maternity leave replacement begins. Thus, the entire contract is anticipated to be approximately 14 months.

This is a unique position for a proactive, skilled, experienced professional who understands agriculture, business development as well as the public sector environment. If you are a strong, experienced leader with a solid understanding of the regional and national agriculture and agri-food sector and have a foundation in solid business practices and opportunity identification, this could be an excellent opportunity for you.

The ideal location for this position is close to our Kentville office location or centrally located in the province with a commitment to travel as required. Flexible work arrangements include work from home options with the understanding that some travel is necessary.

Reporting to the Chief Executive Officer, the Manager of Horticulture will lead a team of horticulturists and cross commodity specialists to best support Nova Scotia's agriculture industry through services, large industry projects, and impactful sector development programs. As a member of the senior leadership team, this position is the key company advisor/builder for the company's short- and long-term strategy in agriculture, as well as a key partner for the province in such areas along with their counterpart in livestock and field crops.

This position will be the key driver in working with the team to deliver on the strategy through a clearly defined path, core deliverables, performance targets, and management and coaching.

### Responsibilities

- Manage a team of professional agrologists/specialists and technicians
- Support the team in developing funding applications that drive the current and future goals for the company and industry
- Develop and maintain strategic relationships with producers, industry associations, and government to support the organizational mission
- Act as a key contact for requests from the Nova Scotia Department of Agriculture
- Implement organizational policies and processes to support and motivate staff to ensure goals and objectives are met and/or exceeded
- Manage and monitor a broad spectrum of multi-disciplinary projects of a technical and business nature

- Develop business opportunities/business plans for new business lines, cost of production, and client evaluations of current business lines
- Evaluate new business opportunities on technical and business merits to ensure that human and financial capital is strategically deployed.
- Understand all aspects of agriculture and food production with an emphasis on-farm practices, with some understanding the business of value adding through new product development, and importance of food safety and quality assurance in food production.
- Manage and be accountable for an annual plan, budget, and revenue targets.
- Think strategically
- Be comfortable representing the corporation and industry events
- Some travel between offices and within the Atlantic region will be required

#### Qualifications

- A master's degree in agriculture or a related field (or equivalent combination of education and experience).
- 7+ years progressive management and administration experience in agriculture, preferably in an agricultural advisory capacity
- Proven leadership skills, experience, and ability to coach, inspire, motivate and maximize team performance
- Excellent verbal and written communication skills
- Excellent organizational skills
- Technology proficient (MS Teams, Word, PowerPoint, Excel)
- A positive approach to work
- Demonstrated agronomic expertise in at least two agricultural-related disciplines

- Previous experience in extension capacity is considered a valuable asset as well as some demonstrated understanding of a public sector environment
- Demonstrated ability and experience in setting and managing budgets
- Professional Agrologist designation or eligible for such a designation
- A valid Canadian driver's license and passport is required

Perennia offers a competitive compensation package based on the candidate's skill and experience. This includes base salary, benefits, employer matching RRSP plan, personal days, and three weeks vacation (pro-rated depending on when the candidate starts).

To apply for this exciting position at Perennia, please email a combined PDF or Word cover letter noting compensation expectations and resume to [careers@perennia.ca](mailto:careers@perennia.ca) by **noon on February 28, 2024**.

Only those granted interviews will be contacted. For more information about Perennia visit their website at [www.perennia.ca](http://www.perennia.ca)

***Perennia is an equal opportunity employer.***