



## Farm Production Specialist – Native Hawaiian Plants

### Position Description

*Pono Pacific Land Management, LLC was founded with a vision of helping Hawai'i's conservation agencies and landowners. Since 2000, we have been providing specialized services to a wide variety of clients in almost every ecosystem in Hawai'i, from mountain ridgelines and forests to coastal areas and near-shore reef systems.*

*In 2019, Pono Pacific was contracted by Turtle Bay Resort to manage 468 acres of agricultural land mauka of the resort. Kuilima Farm is a healthy, vibrant farm that matches best-in-class sustainability practices alongside Hawaiian knowledge and culture. The ideal candidate will exhibit the values that steer our organization: character, humility, 'ohana (family/community-mindedness), service, excellence, and nobility. The Farm Production Specialist: Native Hawaiian Plants will act in the best interest of the company, other employees, and in a fair, safe, effective, and legal manner.*

The Farm Production Specialist: Native Hawaiian Plants will report directly the Farm Operations Manager, with some additional accountability to the VP of Farm Development. This Farm Production Specialist's responsibilities include overseeing all necessary components of a successful native Hawaiian plants garden—while adhering to sanitation, quality, and health standards throughout the entire process. This includes crop planning, general farm work (planting, harvesting, propagation, irrigation, operating vehicles and machinery), maintaining and monitoring the quality of plant health, and overseeing all elements of the nursery. This Specialist should be able to manage other crewmembers as well as be ready to occasionally work as crew for other farm team leads as circumstances require. They should possess a high degree of organization, professionalism, leadership, communication, and organizational skills.

#### Specific Position Goals/Expectations:

- Devises and implements overall planting strategy in order to display as many healthy native Hawaiian plants as possible.
- Propagates and plants native plant species to support the native Hawaiian gardens and other beautification areas throughout the farm.
- Oversees all necessary duties, such as planting, watering and fertilizing, fixing, adjusting, and cleaning infrastructure, harvesting, turning beds, and more.
- Ensures that the crew has the training, tools and equipment it needs to meet project milestones, and that all equipment is functioning properly.
- Maintains accurate records of all growing criteria, conditions, results and plans.
- Supports harvest with cultural practitioners, visitors and packaging of goods to be sold.

#### Desired Qualifications:

- Thorough understanding of native Hawaiian plants, propagation techniques and uses.
- Bachelor's degree in Native Ecology, Agriculture or related field preferred.
- 3+ years of proven work experience as a native plant specialist or similar role preferred.
- Strong team player, flexibility and humility are key. Must be ready to switch gears and support other teams on our dynamic and growing operation
- Must be hardworking, trustworthy, and willing to learn.
- Proficiency with MS Office suite preferred.
- Time management skills.

Starting Pay: Dependent on education and experience

#### Benefits:

- Health care with dental, drug, and vision
- Vacation, sick, jury, and bereavement pay
- 401(k) Plan
- Training and development opportunities

To apply, please submit a cover letter and resume to [ponojobs@ponopacific.com](mailto:ponojobs@ponopacific.com)