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2717 Tye Brook Hwy  
Piney River, VA 22964  
Jan. 21, 2022

## Agriculture Production Development Program Apprenticeship 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 potential to be new leaders/supervisors/managers in production agriculture, marketing, and sales. Successful applicants will work one full season at Saunders Brothers in all aspects of the business including production, harvest, shipping, sales (retail and wholesale), customer service, maintenance, and finance. Individual's work in each department/aspect of the company will help him/her gain an appreciation and understanding of the activities and its importance to Saunders Brothers. Saunders Brothers plans to be open and transparent with all aspects of each department so that each apprentice has an appreciation for the scope of the business.

### **Goal of program:**

- To seek and develop individuals with potential leadership skills.
- To nurture and develop individuals with a passion for production agriculture.
- To learn inner workings of each department of Saunders Brothers and how they relate and interact with other departments.
- To identify and further develop individual strengths.
- To identify individual weaknesses and develop a plan to overcome them.

### **Expectations:**

- Work in all phases of each department alongside other departmental team members.
- Complete weekly report/questionnaire on what was learned that week including any issues related to: time management, labor management, leadership development, financial management, and organizational structure. This report will list any unanswered questions that the apprentice may have and will include the greatest thing that you have learned this week and the biggest need that you have observed.
- Will be evaluated by Saunders Brothers at the conclusion of work at the end of each segment of departmental apprenticeship.
- Meet weekly (or more often) with Saunders Brothers assigned mentor.
- Meet monthly with Saunders Brothers outside consultants for coaching.

### **Requirements:**

- Preferred 4-year college degree and 2 years of post-college work experience, or 6 years of post-high school/GED work experience.
- Pass 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 excellent 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.
- Excellent communication skills and be able to effectively work with other staff members.
- Strong work ethic and willingness to work with Saunders Brothers 'Family'.

- 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.
- Fluency or willingness to learn in Spanish is a plus.

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

- Individual will be required to sign a non-compete agreement at the onset of the program. This agreement will not allow the individual to work at any other nursery or horticulturally related entity (fruit or nursery) within 200 miles of Piney River for a minimum of 3 years from the beginning of the apprenticeship. Exceptions would require pre-approval by SBI management. The non-compete 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 General Manager, Chief of Human Resources, and the Departmental Managers of Saunders Brothers, Inc.

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

**Work Time and Hours:** Normal working hours are Monday through Friday 8:00 AM to 5:00 PM with an hour for lunch. 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 departmental supervisor and apprentices are not allowed to take more than 3 consecutive days of vacation during the program.

**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 Mari Johnson at [mjohnson@saundersbrothers.com](mailto:mjohnson@saundersbrothers.com). The job description can be seen at [www.saundersbrothers.com](http://www.saundersbrothers.com) and the application downloaded from the website. Application must be submitted with resume in order to be considered.

**Start Date and Length of Apprenticeship:** Length of program is 40-52 weeks depending on the start date. All apprenticeships must include working during March, April, and May. Position will be filled as soon as a qualified applicant is identified.

**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.