

From: Marcus Duck <duckmarc@msu.edu>
Subject: 2011 Costa Farms
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To: Marcus Duck <duckmarc@msu.edu>
1 Attachment, 3.0 KB



Good Morning,

I am reaching out to each of you because you are part of some of the leading horticulture programs in the country and I value your opinions when it comes to recommending and hiring potential candidates. We have a position now open in our R&D department here and Costa Farms and I wanted to know if any of you had someone you might recommend in either an undergraduate or graduate program for the position attached.

The R&D department at Costa Farms has continued to grow and gain some pretty significant momentum in the two years since I have been here and it is continuing to grow. This is a very fast-paced company and department and the ideal candidate should be able to multi-task, work well with a team as well as independently, and have strong communication skills.

This position would give the right candidate the opportunity to design trial protocols and analyze data from a wide range of trial types such as cultural (media/fertilizer based) to new and improved general evaluations in both production and garden evaluation settings. There are a lot of potential growth opportunities within the company and/or department and would give this person a great platform to learn about the industry, work closely with some of the leading breeding companies in the world, and learn how different products/practices can be implemented into a large-scale production operation.

This position would report directly to me and is based out of Miami, FL. Ideally we would like to fill this position by Dec 1, if not sooner.

Please do not hesitate to contact me if you have any questions or would like to discuss further.

I appreciate your help with this!

Best Regards,

Kate Santos
Director of Research and Development
Costa Farms
19995 SW 194 Ave.
Miami, FL 33187
Phone: 305-971-7750 ext 733



Costa Farms

Job Description

Research and Development Manager

Department: 850-Research and Development

Last Revision Date: 09-19-2011

Approved for Group; CC

Grade of Position:

Position Reports To: Director of Research and Development

SCOPE OR PURPOSE OF POSITION:

To be involved and assist in managing all aspects of experimental design, data collection, growing, and data analysis for the Research and Development department at Costa Farms in Miami, FL.

TASKS/PRIMARY RESPONSIBILITIES

1. Set-up trial protocols based on objectives, record results and coordinate the production of trials of alternate genetics, new products, pesticides and plant growth regulators or other chemicals to improve efficiency, profitability, product mix or consistency of products.
2. Maintain organized and up to date records on active trials.
3. Compile written reports within 7 days of trial conclusions.
4. Work with Communications Assistant to highlight key conclusions from trials in R&D weekly newsletters.
5. Assist in the organization, breeder follow-up and installation of the trial garden programs.
6. Direct the application of, rates and types of fertilizers, whether slow-release or liquid, to be applied to all crops of responsibility.
7. Direct the application of, rates and types of pesticides to be applied to all crops of responsibility.
8. Direct the application of, rates and application method of all plant growth regulators to be applied to all crops of responsibility.
9. Conduct and/or manage documentation of soil and/or tissue testing as required to identify pest problems, nutritional deficiencies.
10. Coordinate the receipt and placement of plant materials with the Operations or Production Departments.
11. Acquire additional information and knowledge from industry experts, consultants and representatives and provide documentation to the production team once experiments are completed and released for production.
12. Participate in R&D Department meetings as required.

CRITICAL KNOWLEDGE

- Bachelor's degree in horticulture or related field
- Some growing experience preferred

SKILLS

1. Ability to manage multiple tasks
2. Ability to work independently
3. Ability to accurately gather and record data
4. Ability/Tolerance to work outdoors in a greenhouse environment or in the field in Florida year-round.
5. Computer friendly and quick to learn and adapt to software.
6. Team player and willing to work together to achieve common goals.
7. Ability to learn to operate environmental control systems and an understanding of greenhouse environmental management.
8. Familiarity with proper moisture management techniques.
9. Familiarity with proper nutrient management and testing procedures.

SUPERVISORY RESPONSIBILITIES

1. Supervise Chemical Applicator personnel in daily chemical applications.
2. Supervise Field Labor employees performing various tasks in and around the growing/research and development area or trial garden.