Title: PLANT BREEDER

Reporting to: Tim Wood – Product Development Manager

Summary:

This is hands on plant breeding position responsible for breeding woody plants particularly flowering landscape shrubs, and possibly woody vines, fruiting shrubs and or small trees for distribution through Spring Meadow Nursery’s international network of growers and under the Proven Winners brand in North America. The core responsibilities are developing and managing a long term, sustainable breeding program; working with the Product Development Manager to establish obtainable short term and long term breeding objectives, executing the plan utilizing traditional and mutation breeding techniques, evaluation, culling, selecting and ultimately the development of commercial ornamental plants for the nursery industry. Success in this position is based on the successful development of new, commercially viable, ornamental plant varieties to be patented, introduced and that result in increasing plant sales and royalty income.

Primary Responsibilities:

1) Primary responsibility is plant breeding, plant patents and management of germplasm
2) Development of breeding direction, ideas and strategies in conjunction with New Product Development Manager & President
3) Hands on plant breeding, utilizing traditional breeding, mutation breeding including ploidy manipulation, radiation and chemical techniques
4) Assessment of varietal lines, recommendations for advancement
5) Interact with key stakeholders on product advancement process
6) Documentation of crosses and/or treatments and resulting progeny.
7) Secure plant material for breeding and comparison purposes.
8) Work together with New Plant Coordinator to have seeds germinated and sown.
9) Work together with New Plant Coordinator, New Product Development Manager, and President on evaluation of new varieties.
10) Document new plant variety descriptions and comparisons for plant patent applications.
11) Manage entire plant patent process to completion for all new introductions

Additional Responsibilities:

1) Performs other related duties as required.
2) Follow Spring Meadow Nursery Safety Policy.

Knowledge and Skill Requirements:

Must be passionate about plant breeding. BS required, Master’s or PhD preferred; in horticulture, genetics, biology or related field and hands on experience in plant breeding and plant mutation techniques. Must possess or have the ability to acquire tissue culture, embryo rescue and other advanced breeding skills. Must be self-motivated and have the ability to work independently. Must be creative, innovative and be a results oriented team player. Should have a good sense of humor and people skills. Must have strong computer skills; proficient in spreadsheet and database tools (Excel, Access).

Performance Requirements:

1) Must maintain a level of performance equivalent to company standards, that being a sustained performance ranking of 3(Meets Expectations) in all areas of your performance evaluations, (Peer and Management reviews).

The above statements are intended to describe the general nature and level of work being performed by people assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties and skills required of personnel so classified.