

Position:	Picking Team Member
Department:	Picking
Reports to:	Picking Supervisor
Direct Reports:	Nil
Our Vision:	
<i>“To be an Australian family business growing high quality fresh produce, focusing on: flavour, innovation and sustainability”</i>	
We value:	
Teamwork: We consider everyone at Flavourwave as our extended family and every member of our team is important. We share ideas and solve problems collaboratively.	
Leadership: We lead ourselves and we lead others to deliver our vision.	
Passion: We are passionate about Flavourwave and we are dedicated to growing high quality, fresh produce.	
Reliability: We can be relied upon to do what we say we will do and what we need to do.	
Ethics: We have the highest ethical standards and value honesty, responsibility, accountability in all we do.	
Position Purpose:	
The Picking Team Member is responsible for completing Picking tasks to achieve the relevant KPIs and quality requirements.	
Key Result Area:	Specific Tasks:
Picking Operations	<ul style="list-style-type: none"> • Pick fruit to meet KPIs and quality requirements • De-leaf crop to meet KPIs and quality requirements • Monitor and evaluate crop and identify and report on the physical health of the crop • Participate in the removal of finishing crop during the summer season • Establishment and planting of new crops • Other tasks as required
Administration	<ul style="list-style-type: none"> • Notify supervisors of maintenance issues • Scan activities correctly using P Plus System
Health & Safety	<ul style="list-style-type: none"> • Report near misses and potential hazards • Report all incidents involving injury to Picking Supervisor • Be an advocate for OH and S compliance • Adhere to all Health & Safety policies and procedures
Person Specification:	
Mandatory Qualifications / Skills:	<ul style="list-style-type: none"> • Good level of fitness with the ability to undertake physical and repetitive work
Desirable Qualifications / Skills:	<ul style="list-style-type: none"> • Previous horticulture experience
Personal Attributes:	<ul style="list-style-type: none"> • Motivation & Initiative • Safety Awareness • High attention to detail • Quality orientation
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	<ul style="list-style-type: none"> • Able to follow instructions • Team player
Physical Specification:	
Physical Demands of role:	<ul style="list-style-type: none"> • Picking in a Tropical environment – Temperature 23 to 30 degrees and Humidity 60 to 76% • Constant standing and walking • Direct glare • Working at heights up to 4m • Frequent and repetitive bending, squatting, neck movement, reaching above shoulder, climbing, pushing/pulling • Frequent lifting of various weights and volumes • Continuous gripping action

The above statements are intended to describe the general nature and level of the work being performed by people assigned to this position. This is not an exhaustive list of all duties and responsibilities. Flavourwave management reserves the right to amend and change responsibilities to meet business and organisational needs as necessary.

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