

PACE: Commercial Horticulture Team Lead **(<https://www.activelink.ie/node/112819>)**



Commercial Horticulture Team Lead

Position: Pobal-funded, one-year, full-time

Reports to: Training and Social Enterprise Manager

Location: Horticulture site - Priorswood House, Clonshaugh, D 17

Working hours: 39 hours a week.

Salary: €32,000

PACE Training & Social Enterprise is seeking a passionate, innovative, and dynamic individual to lead the PACE horticulture team in the commercial development of our nursery and garden. The ideal candidate will have a strong horticultural background and be capable of managing a small, diverse team while overseeing the production of high-quality plants.

As a social enterprise we have a dual mission of (i) supporting people who are distanced from the labour market as a consequence of a criminal conviction—while (ii) operating a commercial business in which they can gain training, solid work experience, and a reference, that will enable them to transition (back) into the labour market and make a positive contribution to society.

The role of our horticulture section is to supply high quality plants throughout the year primarily for the outdoor planters constructed by our woodwork and metalwork teams. We also sell plants to a range of business and private customers. This facility provides valuable training and work experience opportunities for people who have experienced the prison or probation system to help them get back into the labour market.

We seek a compassionate, forward-thinking, flexible candidate, with a willingness to give and take direction as needed.

Key Responsibilities

Lead & Supervise

- Work with a team of part-time, full-time and volunteer staff who have diverse abilities.
- Motivate team members to meet production targets, while maintaining high morale and engagement.
- Foster a safe, inclusive, and professional work environment, leading by example.
- Schedule and manage workloads throughout the year.

Production Oversight

- Plan, implement, and oversee growing schedules from propagation to dispatch or sale.
- Optimise plant care strategies, including irrigation, feeding, pest control, and disease management, ensuring the highest quality plants.
- Work with staff to ensure the maintenance and proper functioning of machinery, equipment and infrastructure.

Operations

- Develop and execute seasonal production plans.
- Monitor inventory levels of plants, growing media and supplies.

- Ensure strict adherence to safety and compliance standards, including environmental regulations.

Performance

- Track production and identify areas for improvement.
- Produce monthly reports on production, labour and inventory.
- Drive continuous improvement.

Commercial Development

- Identify opportunities to expand sales, increase product range, and improve the aesthetic features of the garden.
- Work with the woodwork and metalwork teams to develop new products and services for the enterprise.
- Collaborate with the horticulture teacher/trainer to provide learning opportunities for participants.
- Support retail and entrepreneurial efforts to ensure a sustainable and profitable operation.

Required Skills/Experience

- Hands-on, proactive approach with a passion for plants and production excellence.
- Experience in a tree or plant nursery.
- Good knowledge of ornamental garden plants, house plants, shrubs and trees as well as plant identification and plant propagation techniques.
- Knowledge of plant health, pest and disease management, stock control and horticultural best practices.
- Minimum of QQI Level 5 qualification in horticulture, agronomy, or equivalent; RHS Level 2.
- Strong organisational, problem-solving and communication skills.
- Willingness to work with people with diverse backgrounds, including those with previous criminal convictions or people who are in recovery.
- Comfortable with selling and identifying opportunities for commercial growth.
- Ability to contribute to the development of new products and services.

Desired Skills/Experience

- Experience with organic or chemical-free horticulture practices.
- Experience in retail, entrepreneurship, or self-employment.

We value diverse experiences, including those who have had prior contact with the criminal legal system. **PACE is committed to providing individuals with criminal records, including formerly incarcerated individuals, a fair chance at employment.**

Send your CV and Cover Letter/Personal Statement outlining your suitability for the post and return to Clare Liu at recruitment@paceorganisation.ie (<mailto:recruitment@paceorganisation.ie>) by 12 noon, 10th January 2025

Region

Dublin 17

Date Entered/Updated

19th Dec, 2024

Expiry Date

10th Jan, 2025

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