

WILSON ARTISAN WINERIES

Job Description

Job Title: Vineyard Manager
Department: Vineyard
Reports To: General Manager
FLSA Status: Exempt
Employment Status: Full-time
Approved Date: November 2017

JOB SUMMARY:

Premium, family-run estate Sonoma winery seeks a dynamic, innovative leader to strategically plan and direct all vineyard operational and viticulture activities. The goal is to farm ultra-premium quality grapes. While providing a positive and progressive team culture for employees at all levels, you will also provide strategic thinking focused on the development of all new vineyards.

JOB REQUIREMENTS:

- Minimum of 10 years' experience growing premium quality wine grapes with multiple varieties
- Effective supervisory experience with crews of 50 plus people
- Experience developing vineyards
- Experience reading/interpreting vineyard layout blueprints provided by engineer
- Works with established hillside and mountain vineyards
- Awareness of current industry viticulture practices and new advances
- Sustainable minded
- Must possess excellent communication skills, ***including the ability to speak Spanish fluently***
- Valid class C California driver's license and an acceptable driving record
- Must be able to work extended hours-nights, weekends and holidays as needed
- Takes ownership for ensuring that all vineyard work is completed in an accurate and timely manner
- Must be able to lift 50 lbs. on a repetitive basis
- Must be able to keep accurate records of all vineyard operations and spray applications
- Ability to effectively lead a team, manage priorities and workflow
- Ability to execute complex projects with general direction and minimal guidance
- In-depth knowledge of all safety requirements in a vineyard setting
- Ability to effectively communicate with people at all levels and from various backgrounds
- Able to select, coach, train and develop direct reports

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Carries out the timely execution of irrigations and sprays
- Tracks and submits all time worked for all vineyard employees and contractor crews. Ensures compliance with FLSA
- Maintains accurate records of all vineyard operations including spray applications
- Ensures that vineyard team is properly trained and adheres to all safety regulations, rules, policies and procedures
- Ensures that all vineyard team members wear appropriate personal protective equipment as required
- Plans and directs work for vineyard team
- Acts as a liaison between the vineyard team and office team
- Performs other duties as assigned

EDUCATION AND EXPERIENCE:

- 10 years of experience growing premium quality wine grapes with multiple varieties
- High school diploma or equivalent

LANGUAGE SKILLS:

Bilingual, Spanish/English required. Ability to read and understand documents such as safety regulations/rules, blue prints, operating/ maintenance instructions and policy and procedure manuals. Ability to prepare routine reports and correspondence. Ability to speak effectively with the owners, vendors and the employees of our organization.

MATHEMATICAL SKILLS:

Ability to add, subtract, multiply and divide in all units of measure, using whole numbers, common fractions and decimals.

REASONING ABILITY:

Ability to analyze information and determine a strategic plan of action. Ability to problem solve and make solid recommendations for change when necessary.

COMPUTER SKILLS:

Basic proficiency with Microsoft Office software.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Lift, move and carry 50 lbs. on a repetitive basis
- Able to work in inclement weather
- Must be able to see, hear, stand, walk, talk, reach, lift, move, carry, reach, balance, stoop, kneel, sit, and use hands and fingers
- Must be able to operate heavy equipment such as a tractor

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Operation of heavy equipment and vineyard tools
- May be exposed to gasoline, diesel and lubricants
- Noise level is typically low to moderate
- Exposure to wet and/or humid conditions
- Heat and cold exposure and long hours during peak seasons of harvest and frost
- Work is performed outdoors in a vineyard. The incumbent may be exposed to fumes or airborne particles from pesticides and sulfur related to weed spraying and sulfuring