

WE ARE HIRING: Greenhouse Supervisor

Production Department | Reports to: Production Manager / Assistant Production Manager | Directly Supervises: Greenhouse Operators & General Workers

About the Role

We are looking for an experienced Greenhouse Supervisor to lead the growing and harvesting of high-quality cut flowers within an assigned greenhouse section. You will directly supervise greenhouse staff, manage the weekly crop work plan, and coordinate across departments to ensure production meets company yield targets, client specifications, and environmental and quality standards.

Key Responsibilities

- **Crop & Climate Management:** Monitor plant health, temperature, and humidity daily; execute the weekly crop work plan (planting, bending, de-suckering, harvesting) to company standards.
- **Quality & Compliance:** Conduct 100% FCM and quality inspection of harvested stems, daily harvest quality checks, weekly greenhouse integrity inspections, and Agrobacterium control measures.
- **Irrigation & Pest Management:** Coordinate with Ferti-irrigation on system faults and plant stress; oversee IPM/scouting follow-up and greenhouse hygiene.
- **Tools, Equipment & Hygiene:** Ensure proper handling, maintenance, and security of tools and equipment, and a clean, well-kept greenhouse.
- **Cross-Department Coordination:** Liaise with Post-Harvest, Maintenance, and other Production Supervisors; attend daily quality reviews and weekly production meetings.
- **Reporting:** Prepare and submit accurate, timely climate, harvest quality, stem loss, work plan, forecast, and productivity reports as required.

Staff & HR Responsibilities

- **Training:** Participate in training greenhouse staff; train all assigned workers and verify competency through demonstration.
- **Performance Management:** Conduct fair, transparent appraisals (3 months for new staff, annually thereafter); monitor and report on staff productivity against targets.
- **Discipline & Welfare:** Enforce punctuality and discipline; foster a positive work environment; lead conflict resolution and staff welfare matters.
- **Workforce Administration:** Report recruitment needs, sickness, absenteeism, and welfare issues to management; process overtime authorisations and leave requests in line with the CBA.
- **PPE & Standards Training:** Issue and record tools/uniforms; ensure staff understand and comply with certification standards (KFC, MPS, KEPHIS), the CBA, and Kenyan labour and health & safety law.

Key Performance Indicators

- Minimum 90% Exportable grade stem quality; less than 35% at 40/50 cm
- 100% stem inspection completed before flowers leave the greenhouse as per FCMSA.
- Daily loss inspection and recording and on-time weekly reporting.
- Year-on-year decrease in Agrobacterium infection rate.
- 100% compliance with planting/bending standards.
- Staff appraisals and productivity targets met on schedule.

Qualifications & Experience

- **Education:** Degree or Diploma in Horticulture or Agriculture from a recognised Kenyan institution.
- **Experience:** Minimum 2 years on a rose flower farm, preferably in a supervisory role.
- **Technical Knowledge:** Crop husbandry, IPM, climate management, FCM inspection, harvest quality control, and fertigation.
- **Skills:** Proven ability to supervise, train, and motivate a greenhouse workforce; strong written and verbal communication in English.
- **Attributes:** Self-disciplined, detail-oriented, and able to work with minimal supervision.

How to Apply

Interested candidates who meet the above criteria should submit their CV and cover letter to jobs@redlandsroses.co.ke by 15th July 2026.