

JOB DESCRIPTION

Senior Spray Supervisor

Revision: July 2026

I. Role Details

- **Company:** Kamili Roses (subsidiary of Red Lands Roses SEZ PLC)
- **Department:** IPM / Crop Protection
- **Location:** Farm-based, Kamili Roses
- **Reports to:** IPM Manager
- **Directly Supervises:** Sprayers and any General Workers assigned to spraying duties within the allocated block
- **Lateral Interaction:** Production Manager, Section Managers, CAO, IPM Clerk, Scouts, HR Department
- **Working Hours:** Six (6) days per week, not exceeding the maximum hours prescribed under the Employment Act (Cap. 226, Laws of Kenya)

II. Main Purpose of the Job

The Senior Spray Supervisor is responsible for leading and supervising a dedicated team of sprayers to ensure effective, timely, safe, and protocol-driven treatment of pests and diseases across an assigned 8 Ha block, working hand in hand with an experienced Production Manager to identify and resolve crop protection issues.

The role requires strong hands-on operating experience: correct mixing and application of spray cocktails, sound spraying technique, disciplined management of the sprayer team, and the ability to test and verify the efficacy of chemicals applied in the field. The Senior Spray Supervisor is expected to understand and work within PCPB (Pest Control Products Board) regulations, to embrace the company's IPM philosophy, and to actively support the farm's move towards greater use of biological control, restricted spraying, and low-volume application, all while maintaining an uncompromising focus on worker and product safety.

III. Key Responsibilities

A. Operational Responsibilities

- **Block Management:** Manage crop protection activities across the assigned 8 Ha block alongside the Production Manager and a dedicated group of sprayers.
- **Spray Techniques & Cocktails:** Demonstrate and enforce correct preparation of spray cocktails, calibration, coverage, timing, and application methods; guide sprayers on correct technique at all times.
- **Efficacy Testing:** Test and monitor the efficacy of chemicals and application methods used; report gaps, poor coverage, or signs of resistance or reduced efficacy immediately to the IPM Manager.
- **Pest & Disease Resolution:** Work hand in hand with the Production Manager and Scouts to identify pest and disease pressure early and agree on timely, effective corrective action.
- **Scouting Alignment:** Ensure scouting is carried out according to the scouting plan; guide scouts on daily activities and plan spraying and scouting to avoid overlap.

- **Biological Control:** Ensure biological control agents are applied correctly, on schedule, and in a way that avoids mortality from pesticide sprays, in line with the company's move towards greater biological control.
- **Restricted Spraying & Low Volume:** Support and implement the company's IPM strategy of restricted spraying and low-volume application, adjusting practices in coordination with the IPM Manager.
- **PCPB Compliance:** Maintain a working understanding of PCPB regulations governing chemical handling, storage, and application, and ensure the spray team operates within these requirements at all times.
- **Equipment Care:** Ensure spray equipment is used correctly, cleaned properly, and scheduled for timely maintenance.
- **Safety:** Ensure complete adherence to health and safety standards, with particular attention to PPE issuing, maintenance, and correct use.
- **Cross-Department Coordination:** Work closely with the IPM Manager, Production Manager, Section Managers, and CAO to align spray activities with crop needs and production priorities.

B. HR Responsibilities

- **Team Supervision:** Directly supervise the spray team, including General Workers assigned to spraying duties; allocate daily duties and ensure work is completed to plan.
- **Discipline & Conduct:** Monitor attendance, punctuality, discipline, productivity, and conduct of the spray team; maintain a professional, firm, and fair approach.
- **Training:** Identify training needs within the spray team and ensure workers are properly guided on correct spray practices, safety procedures, and PPE use.
- **Welfare & Grievances:** Address day-to-day staff issues, grievances, leave requests, sick-offs, and absenteeism in coordination with HR and the IPM Manager.
- **Recruitment:** Participate in the recruitment of new sprayers as required.
- **Performance Appraisals:** Conduct or contribute to appraisals for sprayers at 3 months for new staff and annually for all staff.

C. Administrative & Meeting Responsibilities

- **IPM Meetings:** Attend IPM and production meetings and briefings as convened by the IPM Manager; present spray progress and team performance.
- **General Company Meetings:** Attend all company meetings and briefings, including those called by the Company Nurse.
- **Statutory & Mandatory Training:** Attend all statutory and company-mandated training, including chemical handling, health and safety, and certification audit preparation.
- **Work Planning:** Collaborate with the IPM Manager and Production Manager in planning, implementing, monitoring, and reviewing spray and scouting targets.
- **Management Directives:** Implement management recommendations and external consultant guidelines promptly as directed by the IPM Manager.
- **Additional Duties:** Carry out any reasonable duties requested by the IPM Manager, Production Manager, CAO, or CEO.

D. Data Requirements

The following data must be actively collected and kept current as part of day-to-day operations:

- **Spray Activity Data:** Areas sprayed, pests or diseases targeted, chemicals used, spray timing, and spray team allocation.
- **Efficacy Observations:** Field observations on the efficacy of chemicals and application techniques used.
- **Biological Control Records:** Application dates, agents used, and outcomes of biological control measures.
- **Scouting Data:** Scout performance and compliance with the scouting plan.
- **Equipment Records:** Spray equipment usage, cleaning, and maintenance schedules.
- **Team Performance Data:** Attendance, discipline, and productivity data for the spray team.

E. Documentation & Reporting

The following reports must be compiled and submitted to the IPM Manager and/or CAO0 accurately and on time:

- **Daily Spray Report:** Details of spray activities carried out, submitted each working day to the IPM Clerk for input into the company's system.
- **Efficacy & Field Observation Report:** Findings on chemical and application efficacy, submitted promptly so corrective action can be taken.
- **Weekly Spray & Scouting Summary:** Summary of spray and scouting activity for the assigned block.
- **Biological Control Report:** Application records and outcomes of biological control measures.
- **PCPB/Compliance Records:** Documentation supporting traceability, audit readiness, and PCPB compliance.
- **Staff Evaluation Reports:** 3-month report for new staff; annual report for all staff.
- **Ad Hoc Reports:** Any additional reports requested by the IPM Manager or CAO0.

IV. Key Performance Indicators

Area	Key Indicator
Spray Efficacy	Chemicals and application techniques tested and verified effective against target pests/diseases
PCPB & Safety Compliance	Full compliance with PCPB regulations and PPE/safety standards; zero avoidable incidents
Biological Control Uptake	Year-on-year increase in biological control usage and reduction in chemical spray volumes
Restricted Spraying / Low Volume	Measurable progress towards restricted spraying and low-volume application targets
Pest & Disease Control	Timely resolution of pest/disease pressure in coordination with the Production Manager
Team Performance	Sprayer team discipline, attendance, and productivity maintained; training needs addressed

Reporting	All daily, weekly, and periodic reports accurate and submitted on time
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V. Key Contacts

Internal	External
IPM Manager	PCPB and regulatory contacts
Production Manager & Section Managers	Chemical and biological control suppliers
CAOO	Standards auditors (KFC, EurepGAP, MPS, FLP, FFP)
Scouts & IPM Clerk	External trainers/consultants
HR Department	Official visitors

VI. Qualifications & Experience

- **Experience:** At least 5–10 years' experience in spray supervision, crop protection, or IPM operations within the rose industry or a similar horticultural environment.
- **Technical Knowledge:** Strong practical knowledge of spray cocktails, spraying technique, coverage, calibration, and safe chemical handling; good knowledge of biological control on roses or a similar crop.
- **Regulatory Awareness:** Working understanding of PCPB regulations and the company's IPM philosophy, including its move towards biological control, restricted spraying, and low-volume application.
- **People Management:** Proven ability to supervise, train, and manage a team of sprayers fairly and firmly.
- **Safety Focus:** Strong commitment to health and safety, PPE use, and safe chemical handling.
- **Standards Awareness:** Working knowledge of KFC, EurepGAP, MPS, FLP, FFP, the CBA, and Kenyan labour and health & safety law.
- **Personal Attributes:** Self-disciplined, able to work with minimal supervision, strong sense of accountability and urgency, good communication skills.

VII. How to Apply

Please send your CV and cover letter to jobs@redlandsroses.co.ke by 15th July 2026.