

Agronomist / Native Seeding Specialist

Mid-Canada Hydroseeding (MCH) is a leader in the commercial landscaping sector. We are based out of St. Andrews, Manitoba; but travel throughout Saskatchewan, Manitoba and Northwestern Ontario to perform our services. We are a fast paced, team-based company, that is currently undergoing a growth phase. If you're a match to our job description below, we would love to hear from you.

MCH (Mid-Canada Hydroseeding) is looking for an exceptional candidate to run the daily operations of our Native seeding and habitat restoration division. The ideal candidate must love working in the landscape construction industry and be passionate about their work. They should have an extraordinary work ethic and enjoy continually exceeding expectations. They should be flexible in all assignments and duties and be willing to jump in as required to help make the business run smoothly. The candidate should have experience in agronomy, and native seed planting and maintenance. They should have a knowledge and experience base with utilizing a turf tractor and Truax native seed drill. They should also be proficient in native species selection and maintenance, with a history of employment to back up this knowledge. The candidate should be computer savvy, have organizational skills, have a proven track record of successfully working with an entrepreneurial leader. And above all else, they should be deeply passionate about native habitat restoration, and take great pride in the work that they perform.

The Role:

- You will oversee the daily activities surrounding native seed planting and maintenance.
- You will prepare sites for seeding by cultivating the soil with a tractor and cultivator, harrows, and Harley rake.
- You will plant native seed with a Truax native seed drill.
- You will make recommendations to your superiors and our clients as to the best species selection.
- You will maintain the native planting projects including applying selective and non-selective herbicides.
- You will water to maintain steady growth.
- You will supervise a crew of laborers to hand pick weeds when requested to do so by our clients.
- You will harvest and plant various propagules and woody cuttings, to establish shoreline habitat restoration.
- You will inspect, document, and keep regular logs of maintenance and pass along issues immediately to your superiors.
- You will take care of and maintain your various equipment that is under the native planting division.
- You will meet with our clients native planting specialists to discuss project progress and create a game plan for improving of deficiencies.

Education:

- Bachelor, Masters, or PhD in Agronomy, Biology, or Natural Resource Management
- Pesticide applicators license in Landscape and Golf Course, or the willingness to study diligently and achieve certification by May 2023.

Previous Employment:

- Must have had previous experience and training in native seeding, and maintenance of native seed.
- Must know how to operate a Native Truax Seed Drill, and calibrate it.
- Must be proficient on utilizing a turf and agricultural (100 hp) tractor.
- Must have experience with pesticide application and use.
- Must be able to professionally drive and handle a $\frac{3}{4}$ ton diesel pickup complete with 18-foot trailer.

The Ideal Candidate:

- Must be a self-starter and be able to know their role and the daily tasks that it includes, and keep themselves on a rigorous self-administered schedule, and meet key point targets.
- Minimum of 2 years Agronomy and Native Seeding.
- Have a past track record of successfully working in an entrepreneurial lead organization.
- Supervisory or management experience.
- Ability to comfortably and professionally operate $\frac{3}{4}$ ton pick-up trucks and trailers.
- Comfortable with a position that requires a manual labor component.
- Minimum valid class 5 drivers license (abstract required). Must have own vehicle for commute to and from work. Class 3A or 1A would be a huge asset.
- Ability to work as a team, as well as, independently with proven leadership skills.
- Organized and skilled in planning with an open-minded and positive attitude.
- Have a sense of urgency and personal accountability.
- Have a do it once do it right attitude and share and culture that with our team.
- Understand the landscape construction industries client mentality of right now and be able to understand that mentality and embrace it to leverage the right now customer service to secure substantial market share gain.
- Have a hands-on attitude and enjoy working around construction-based employees and equipment.
- Is a person who is continuously learning and bettering their knowledge base.
- Is the kind of person that continuously wants to take on more duties as assigned to help build the company.
- Understand that there is a limited window for Native Seed Planting and work diligently schedule and complete all projects in a timely manner.
- Interested in helping to grow the business as part of a team structure.

- Is a person that prides himself or herself in taking good care of their possessions such as vehicles and brings that philosophy to our company's equipment and instills and enforces it in our crew members.
- Agricultural Background would be considered an asset. If you grew up on a working farm this will be right in your wheelhouse.

The Potential:

- The potential for a candidate to have the opportunity to chart their own course and run their own show.
- The opportunity to enter an organization on the edge of a substantial growth phase and could advance with the company's growth.
- For the right candidate the opportunities will only be limited by their efforts.
- For the right candidate who becomes part of our team, inclusion in our benefits package.

The Right Candidate Fit:

- Enjoy working in a seasonal business, busy season spring, summer, fall, and early winter. Slower season Winter January – March.
- You like to work; you are the type of person who must always be doing something.
- When you show up somewhere your definition of on time is at least 15 minutes early.
- You're a morning person.
- You always go the extra mile no matter what.
- Enjoy the fast pace and pressures of small business, and love being involved in all company aspects from A-Z.
- You are flexible and scheduling and project locations can change quickly.
- You are up for the challenge of helping to change and shape and mold the company as it grows.
- You enjoy working as part of a team, to take the Owners company vision and work to implement, mold, shape, and achieve the success.
- You are not afraid of hard work and have the mindset that with hard work and perseverance comes reward.
- Have the desire to take responsibilities off of your superiors' plates and be excited and challenged by that task.
- Enjoy a place of work that is not only team based, but like a second family.
- Enjoy work that changes from day to day.

If this sounds like the job made for you, we want to hear from you. Please forward resume and cover letter, links to video cover pages are welcome as well.