



NEAL MAST
GREENHOUSES

Connecting People to Plants

Opportunity / Overview

Background

For more than 45 years, **Neal Mast Greenhouses** has been a producer of indoor flowering plants and spring annuals. From the very beginning, our focus has always been about connecting people to plants and enhancing their quality of life. We are an industry leader in sustainably growing our product, being the first in the United States to receive the Veriflora Industry Standard certification for potted plant production.

Over the last 25 years, the company has increased from a small, 10 person operation to having over 240 full time employees and shipping product 52 weeks of the year. Today, Neal Mast Greenhouses continues to drive the industry with our focus on offering the market the complete package from seed to shelf. We are dedicated to providing the best value for our customers, always willing adapt to their changing needs while maintaining our commitment to being a operation focused on sustainability.

Business Description

Neal Mast Greenhouses is comprised of two divisions. We have a finished division that produces finished product 48 weeks of the year. We grow product for all major US holidays, indoor promotions, spring annuals, perennials, succulents, foliage and garden mums. This product is produced for large regional and national retailers and is delivered across 48 states.



MAST
YOUNG PLANTS
Making You Priority

Mast Young Plants produces young plants for over 5,000 growers across the United States and is sold by over 20 brokerage companies. They ship all 52 weeks of the year and produce vegetative liners, seed plugs, perennial liners, poinsettia and garden mum liners.

Innovating Department

Our research and development department, called the Innovating Group, works on a variety of projects for both internal and external use. This group performed over 2,000 trials in 2017. Internally, we focus on selecting the best genetics for our customers, reducing shrink and labor costs through genetics and grower practices and perform many trials on genera that have not yet been released for commercial production. We also perform many external trials that are paid for by breeding companies. In these paid trials, we provide results on their product that is often times 2 to 3 years from being introduced commercially. We work with all breeders on their genetics as well as travel to their breeding facilities to evaluate their trials.

Goal

Our goal is to find an energetic, self-driven individual that will continue to build on our success in the Innovating Group and take it to the next level. We need an individual with 3+ years of experience with a minimum of a Bachelor of Science and ideally with a post graduate degree in the Horticulture field. For more information please check out our websites at nealmast.com and mastyoungplants.com. To send in your resume please email to Ann Pennington at annpennington@nealmast.com.

JOB TITLE: Innovating Manager
DEPARTMENT: Growing
DIVISION/LOCATION: NMG / MYP
REPORTS TO: Growing Manager and MYP GM
SUPERVISION/DIRECT REPORTS: (1) FT direct report with seasonal assistants/interns



ROLE:

The primary role of the Innovating Manager is to set up and oversee a variety of trials. These include internal trials specifically aimed at reducing shrink as well as looking at greenhouse processes with the goal of reducing labor. They would also perform paid breeder trials as deemed worth while and trial breeder new introductions to verify which have merit for MYP liner program as well as NMG finished programs. This person must also be adept at clearly communicating this information to a wide range of audiences, using photography presentations and is comfortable with public speaking. The Innovating Manager is organized, self motivated and results driven.

RESPONSIBILITIES:

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- Set Innovating Department direction in such a way that stakeholders of the departments needs are being met.
 - Develop, perform, and produce trials that reduce shrink as well as processes to reduce labor.
 - Analyze new variety introductions allowing Sales and Growing to make decisions on their inclusion into finished and young plant programs. (For Sales, this would be comparison information to existing varieties and for Growing, crop outline and best practices,)
 - Review breeder requests for paid trials and make decisions as to their value to the company.
 - Manage and oversee all direct reports to keep them productive and actively producing results.
 - Interact with all levels of industry and present information in a way that promotes the company.
 - Exemplify company core values and support an innovative culture throughout the organization.
 - Performs other related duties as assigned.

REQUIREMENTS:

Hours/Days: Regular hours Monday through Friday with Saturday hours as necessary. Must be willing to travel and be away from home over the weekend when required.

Education: Advanced degree in Horticulture, Floriculture, Plant Science or related field.

Experience: 3+ years in growing and/or research in a greenhouse operation or live-good production

Abilities/Strengths: High level of organization, strong written/verbal skills, experience in digital photography and proficient in Photoshop, able to facilitate meetings, strong problem solving skills, team player, extremely responsive

Physical Requirements: Must be able to navigate the greenhouse, outdoor growing areas, trial gardens, and travel between locations. Varying physical demands working in front of computer for longer periods of time sitting. Must be able to navigate trade shows and spend long periods of time standing and walking.

Meetings/Travel: Chair Weekly Innovating Meetings, attend Senior Grower meetings and be available for breeder meetings and presentations. Travel approximately 5% of the year.