	DOCUMENT TITLE: <i>Employment Record – Job Description</i>		REVISION No: 2	ISSUE DATE: <i>January 2018</i>
	DEVELOPED BY: <i>HR Department (HR)</i>	AUTHORIZED BY: <i>Finance Department (FS)</i>	PAGE: <i>Page 1 of 5</i>	REF. NR: <i>E-07</i>

Level of Employment:	
Position of Employment:	HEAD OF CROP PROTECTION
Reporting to:	PRODUCTION MANAGER/FARM MANAGER
Employee Name:	
Cover in Case of Absence:	HEAD OF SPRAY
Date of Commencement:	
Location of employment:	

Key responsibilities: To keep all pests of concern in the farm below threshold and ensure maximum harvestable crop with below threshold pest level at Packhouse intake.

1) OVERALL DUTIES

- To implement chemical crop protection activities for the farm or assigned area.
- To plan weekly spray programs for all crops in consultation with the Production Manager.
- To obtain, follow and update IRAC and FRAC guidelines on use of pesticides.
- To ascertain and supervise the use of only registered chemicals for each crop grown.
- To eliminate chemical residue detection by observance of PHI and reduction of tank mixed active ingredients.
- To ensure integrity of the spray equipment through regular calibrations (minimum monthly).
- To ensure the spray equipment is always in a serviceable state and to follow up on any repairs that may be needed.
- To implement various IPM approaches that help in better pest control, reducing the cost of controls and dependence on synthetic chemicals.
- Continuous supervision and training of the crop protection teams for optimum results and safety of the spray team.
- To carry out any other duties as instructed by the farm manager from time to time.

2) Maintenance of spray machinery and equipment


- To maintain spray machinery, equipment, and the Personal Protective Equipment in good working condition by frequent checks, cleaning, calibration, and servicing.

3) Handling of crop protection products

- Control all handling, mixing, and transporting of chemicals and disposal of chemical product packaging empties generated within the farm.

4) Staff

- To ensure that all staff in the team have signed in and out.
- To allocate daily work targets to staff and record performance of all team members
- To maintain staff discipline and welfare in accordance with the company policy.
- Ensuring the number of staff in the books tally with physical count in your department.

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5) Record Keeping

- To keep accurate records of all chemical applications done, equipment checks, flushing and cleaning of spray equipment's in the farm in formats provided.

6) Health and Safety

- To maintain the standard measures of the health and safety among the staff and order all requisite PPE for the spray dept.

Any other duties as may be assigned from time to time by the immediate manager or senior management.

SKILLS REQUIRED

- Ability to plan for sprays for different crop growth stages and generate a weekly spray plan.
- Keeping up to date with new trends and products for crop protection
- An understanding of PPPL's for the various crops under production
- A very good appreciation of pest threshold levels and their effect on final quality and production
- Carrying out efficacy tests periodically.

TOOLS AND EQUIPMENT

The tools and equipment to enable you to fulfil your role objectives shall be made available as and when required. This shall be upon being assigned a task that require a particular set of tools or by you asking for certain tools pursuant to accomplishing a particular task.

Key Performance Indicators (KPIs):

Daily	target number of spray mixes
Weekly	Spray program for the week
Monthly	Pest levels and chemical stock usage
Annually	IRAC and FRAC based reviews of spray programs.

DECLARATION: I have read and understood my job description as written above.