

JOB DESCRIPTION

Title: R&D Student Intern, Horticulture

Date Last Modified: November, 2021

Department:	R&D	Classification:	Non-Exempt
Supervisor:	R&D Lab Lead	Grade:	
Status:	Part-time (Full-time?)	EEO Group:	

Position Objective:

Develop, implement, and oversee the initial phases of a plant propagation function that supports research activities in the R&D labs. Activities focus on production of plant materials for research purposes, with emphasis on improving significantly the quality, cost, and speed of the plant-propagation process. The intern will be responsible for the progression of the project through completion; including developing project objective(s), testing parameters and procedures, and results/conclusions. Successful completion of research project will be determined after written final report and presentation is conducted.

Essential Functions and Responsibilities: (in order of priority)

- Design, initiate and execute on initial phases of a pipeline for plant propagation
- Assess current capabilities and make recommendations on investments to current propagation procedures (including existing and future greenhouse facilities)
- Maintain accurate records of procedures, processes, and experimental results
- Collect and summarize experimental data on methods; make recommendations
- Develop, initiate, and maintain methodologies including process flow and validation, instrument/machinery calibration and maintenance, and record keeping
- Support lab experiments (knowledge and manpower), with emphasis on those investigating plant health and plant nutrition technologies.

Essential Qualifications - Education, Experience, Skills: (in order of importance)

- Bachelor's or Associate's degree in horticulture, greenhouse management, or related field (or working toward)
- 1+ years of experience working in a greenhouse environment,
- Understanding of scientific principles and methods
- Ability to work independently
- Attention to detail with accurate and timely follow-up
- Excellent written and verbal communication skills
- Highly organized and computer literate
- Previous greenhouse experience

- Previous research experience characterizing plant health and quality

Essential Values: (for all employees; all of equal importance)

- Trust – open, honest, real conversation
- Accountability - do what you say you will do
- Being Extraordinary – going the extra mile
- Execution – develop and implement strategies and tactics
- Productivity– continuous improvement
- Knowledge-based decisions

Physical Demands:

- Ability to lift up to 20 pounds.
- Flexibility in scheduling to satisfy project/stakeholder needs and priorities
- Repetitive motions
- Possible eye strain
- Greenhouse environmental conditions (summer and winter)

At BioWorks we value our culture of inclusiveness. We are a team that encourages and supports the diverse talents and contributions of each team member knowing that this fuels our innovation in the products and services that we provide to our customers and community.

PHYSICAL ACTIVITY CHART – Product Development (all lab positions)

ACTIVITY	OCCASIONALLY REQUIRED	FREQUENTLY REQUIRED	List JOB RESPONSIBILITIES that require physical demands checked
Standing		X	Working in the lab/greenhouse
Walking		X	Working in the lab/greenhouse
Sitting		X	Computer and phone duties
Lifting	X		Working in the lab/greenhouse
Carrying	X		Working in the lab/greenhouse
Pushing			Working in the lab/greenhouse
Pulling			Working in the lab/greenhouse
Climbing			
Balancing			
Stooping	X		Working in the lab/greenhouse
Kneeling	X		Working in the lab/greenhouse
Crouching			Working in the lab/greenhouse
Crawling			
Reaching			Working in the lab/greenhouse

Handling			
Feeling			
Speaking		X	Interaction with laboratory and operations personnel
Hearing		X	Interaction with laboratory and operations personnel
Seeing		X	Computer work, forms, reports
Depth Perception			
Color Vision			
Repetitive Motion		X	Keying and mouse for computer. Potting, seeding, and other tasks associated with propagation