

# OLIVER



## WINERY & VINEYARDS

Oliver Winery is looking to add a Full-Time Vineyard Staff member to our team. This staff member performs varying duties to ensure the growth of our quality grapes at Creekbend Vineyard, located only nine miles away from Oliver Winery. Under the direction of the Vineyard Manager, this staff member assists with duties including (but not limited to) maintenance of the vineyard grounds, operating machinery and participating in harvest activities, planting and training new vines, safely spraying pesticides and herbicides, and providing year-round care to the Vineyard. The ideal candidate enjoys working outdoors independently, performing high-quality technical work, and is able to bend/kneel repetitively and work on their feet for extended periods of time.

### **ESSENTIAL FUNCTIONS AND RESPONSIBILITIES:**

- Plants and trains new vines; performs canopy management (hands on labor with vines).
- Performs maintenance of vineyard grounds including mowing, weed eating and pesticide and herbicide application.
- Applies sprays safely and appropriately.
- Operates vineyard vehicles and equipment.
- Performs basic equipment maintenance (pre-operation and post-operation).
- Participates in harvest activities.
- Maintains accurate, timely records of daily events, equipment, Integrated Pest Management (IPM) program, and work schedules as instructed by the vineyard manager.
- Assists in maintaining accurate pesticide records.
- Assists with winery production as needed.
- Understands vine management as it relates to vine health and wine quality.
- Understands spray programs and how they relate to pests and diseases in the vineyard.
- Assists in the identification of disease and pests in the vineyard.
- Ensures accuracy of work orders for sprays.
- Ensures all tasks are accomplished in an efficient and timely manner utilizing winery resources wisely.
- Additional duties, as assigned by Management.

### **QUALIFICATIONS/REQUIREMENTS:**

- Work experience with or around outdoor power equipment.
- Ability to lift or move a minimum of 50 pounds regularly.
- Ability to stand for long periods and repetitive bending/kneeling.
- Must possess a valid driver's license and be able to be insured on company vehicles.
- Must be on time to work and reliable.
- A strong interest in wine and winemaking.

### **SUCCESS FACTORS/JOB COMPETENCIES:**

- Attention to detail.
- Performs routine maintenance in an efficient and timely manner.
- Maintains a focus on safety.
- Provides appropriate and timely feedback in a constructive manner.
- Ability to solve problems as they arise.
- Accepts direction and constructive criticism from others.
- Seeks new knowledge and experiences to enhance value as Oliver Winery employee.
- Interacts well with customers and vendors, as well as fellow employees and winery managers.

- Exhibits interest and appreciation for wine.
- Takes ownership of responsibilities, including meeting deadlines for reports & filings.
- Willingness to communicate in a persuasive and constructive manner that leads to positive change.

**In addition, all successful winery employees are able to:**

- Use your attitude and effort to contribute to a positive work environment.
- Be thoughtfully engaged and do your best work. Every day.
- Model the winery values: Respect People, Expect Quality, Think Differently, Get Stuff Done.

**PHYSICAL DEMANDS/WORK ENVIRONMENT:** This position may occasionally be exposed to wet or humid conditions, work near moving mechanical parts, outdoor power equipment, chemicals, and outdoor weather conditions. The position is outdoor work which requires attention to detail, lifting a minimum of 50 lbs, standing for long periods and repetitive bending/kneeling.

**Typical Schedule:** Typical work week is Monday-Friday, approximately 40 hours (weather dependent) between the hours of 8am – 5pm, with some earlier start times depending on harvest. Some nights and weekend shifts depending on crop.

**HOW TO APPLY:** Please visit [www.oliverwinery.com/employment](http://www.oliverwinery.com/employment) to submit an online resume and cover letter for this position. Any questions can be directed to Amanda Paikos, HR Associate, at [apaikos@oliverwinery.com](mailto:apaikos@oliverwinery.com).

**Core Values of Oliver Winery:**

- Respect People. Respect others in your interactions with fellow staff, customers, suppliers, and all you meet in conducting winery business. Listen as much as you talk. Be respectful, friendly, and dependable.
- Expect Quality. Quality matters. Expect the best from yourself and fellow staff. Do your job with pride and attention to detail.
- Think Differently. Be curious and creative. Seek out ways to improve our products, our brand, our service, and our facility.
- Get Stuff Done. Make smart decisions and deliver results. See solutions, not roadblocks. Execute great ideas with urgency.

**Employee Benefits & Perks:**

- Comprehensive health, vision, dental, and supplemental benefit packages.
- Generous PTO and Paid Holidays.
- Employer 401(k) matching program of up to 6% of annual compensation.
- Paid training and meetings. Opportunities for professional development.
- Access to our award-winning Live Well wellness program featuring fitness reimbursements, charitable giving matches, and education on topics including financial health, physical wellbeing, and more.
- Generous employee discount on wine, food and merchandise.

**We strongly suggest that you upload a Cover Letter along with your resume.**

We're proud to say Oliver Winery has been recognized by the Indiana Chamber of Commerce as a Gold "COVID Stops Here" workplace for achieving over a 95% vaccination rate.

For more information about working at Oliver Winery, check us out on [Glassdoor!](#)

This document is confidential and contains proprietary information and intellectual property of Oliver Winery, Inc. Disclosure, copying, distribution or use of this document and the information contained therein is strictly prohibited.

© 2021 OLIVER WINERY & VINEYARDS, BLOOMINGTON, IN 47404 | OLIVER IS REGISTERED TRADEMARK OF OLIVER WINE COMPANY, INC