

BAILEY

NURSERIES

Position Title: Horticulture Media Production

Department: Production - Onarga, IL

Reports To: Plant Health Department Head

FLSA Status: Non-Exempt

Position Summary:

A **Growing Media and Soil Quality Specialist** is responsible for preparing and managing the growing media (pine bark, compost, wood fiber, peat, etc.) used for planting perennials, shrubs, and trees to ensure optimal plant growth and plant health. The media is produced using a newly installed, state-of-the-art, computerized in-line mixing system.

This role requires a proactive and detail-oriented professional committed to maintaining high standards of safety, compliance, and equipment functionality. Since the quality of planting media directly impacts plant development and health, this position plays a vital role in ensuring consistency, quality, and cost efficiency in media production.

In addition to media production, the role supports pest management efforts and assists with general production tasks during the off-season.

Essential Duties and Responsibilities:

- Operate, calibrate, and maintain the in-line soil mixing system to produce consistent, high-quality growing media.
- Manage inventory of raw ingredients such as peat, compost, pine bark, wood fiber, and fertilizers.
- Monitor quality indicators of raw and finished media including pH, EC, temperature, and physical consistency.
- Load hoppers using front-end loader or forklift and maintain equipment cleanliness and functionality.
- Maintain accurate records of materials used, production output, and quality metrics.
- Support sanitation efforts and implement pest management protocols for disease-free media.
- Monitor pH and EC of various crops throughout the growing season and maintain records.
- Assist with crop scouting and pesticide applications when needed.
- Maintain clean and organized workspaces, including soil lab and mixing areas.
- Perform other duties as assigned.

Required Qualifications:

- Associate or bachelor's degree in horticulture, agronomy, soil science, or a related field.
- Knowledge of growing media, soil science, and quality control practices.
- Mechanical aptitude and computer literacy for system operation and troubleshooting.
- Valid driver's license and a driving record that meets company insurability standards.
- Ability to operate tractors, sprayers, forklifts, and loaders.
- Willingness to work outdoors in varied weather conditions.
- Availability for overtime, weekends, and some holidays.
- Strong collaboration and communication skills.

Preferred Qualifications:

- Illinois commercial (not-for-hire) pesticide applicator license or ability to obtain one.
- Experience with nursery operations and media testing equipment.

Physical Requirements and Work Environment:

- Must be able to lift up to 50 lbs.
- Frequent standing, bending, lifting, and equipment use.
- Outdoor work in varying weather conditions.
- Exposure to dust, fertilizers, pesticides, and noise.
- May involve work during weekends or holidays.

Disclaimer: This job description is intended to describe the general nature and level of work being performed by individuals assigned to this position. It is not intended to be an exhaustive list of all responsibilities, duties, and skills required. Duties, responsibilities, and activities may change at any time with or without notice. This description does not constitute a contract of employment, and the company reserves the right to revise or change job functions as needed to meet business needs. **Offers of employment are contingent upon the successful completion of a background check.**

Bailey Nurseries is an equal opportunity employer. We do not discriminate on the basis of race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, gender identity, or any other legally protected status. All qualified applicants will receive consideration for employment.

Employment with Bailey **Nurseries is at-will** and may be terminated at any time by either party, in accordance with applicable law.

If you need assistance or reasonable accommodation during the application process, please contact our HR team.

<https://www.baileynurseries.com/careers/>