



STONY CREEK COLORS

POSITION TITLE: DIRECTOR/MANAGER, AGRICULTURE OPERATIONS
REPORTS TO: CHIEF OPERATING OFFICER
LOCATION: 921 CENTRAL AVE. W, SPRINGFIELD TN 37172
STATUS: EXEMPT

Company

Stony Creek Colors is the fastest growing manufacturer of natural indigo globally, serving fashion brands as well as an artisan community of dyers. We partner with leading denim mills and dyehouses to bring consistent and scalable natural colors into industrial use. Our dyes empower fashion brands like Patagonia, Wrangler and Levi's with a trusted and transparent supply of biobased color. Our alternative crops like natural indigo improve profitability and ecosystem health for farmers, all while empowering designers, brands, and mills with greater transparency and traceability. Our customers are the world's leading fashion and personal care brands and their suppliers. These brands need reliable and renewable products with transparent supply chains as they transition to the bio-based economy. Our next generation products will fuel clean color innovation in verticals such as cosmetics, personal care, and food.

Position Summary/Job Scope

Stony Creek Colors manages all aspects of the natural indigo supply chain – from seed genetics, to crop production, to chemical extraction, to supporting industrial dyers and developing new applications. The Director of Agricultural Operations will manage all agricultural operations of Stony Creek Colors at the regional and national level in accordance with established Company operational controls, procedures, policies, and processes. As biobased products continue to gain a foothold in existing and new markets, the production of plant-based indigo is being scaled up by Stony Creek Colors and geographic footprint of contracted crop production is being expanded. The person taking over this critical role will ensure seamless supply chain development and flow in collaboration with existing and new growers, adhering to an annual budget that will allow the business to continue to grow and invest in more acreage. This role will require forward thinking, proactive planning, and managing and deploying all the resources necessary to execute with clear direction and effective communication. The position must be flexible to work extended hours during the primary harvest season. This position is a full-time position and reports to the Chief Operating Officer.

Essential Job Functions/Responsibilities:

Stony Creek Colors coordinates indigo biomass production with contract farmers. The Director of Agricultural Operations is responsible for overseeing indigo crops on all growers' farmland at the regional and national level to ensure a reliable and steady supply of indigo biomass for company's extraction and processing operations. The Director will use Stony Creek Colors' proprietary datasets and new tools to provide oversight and guidance to farmers in successful indigo production. He or she will ensure farmers' adherence to the Company's growing and harvesting guidelines, assist growers in procurement of seed or transplants, assist growers in obtaining harvest and post-harvest handling services, and manage agricultural logistics and assets. He or she will be responsible for establishing and building relationships with new farmers to expand the agricultural footprint to increase indigo biomass production by over 14x over the next 3 years. This position will be responsible for oversight of all agricultural budget activities, management of field staff, and will work with growers to ensure resources to maximize total biomass yield per acre and per season.

He or she will provide both technical and practical assistance regarding crop management and make appropriate recommendations and/or decisions that will maximize the short- and long-term profitability of Stony Creek Colors while providing a profitable rotation crop for farmers. The key responsibilities of the Director of Agricultural Operations comprise mainly:

- Building strong relationships and long-term partnerships with existing and future strategic growers to ensure reliable indigo biomass for the company's extraction business.

- Planning, organizing and managing across the entire agricultural value chain, from seed production and cleaning through planting, data collecting/prediction, harvesting and drying of biomass to maximize profitability of the business in a cost-effective manner.
- Addressing farmers issues and challenges and ensuring compliance with the Company's established farm management and plant health guidelines.
- Determining and executing upon annual crop production plans that meet company's operational targets and customer requirements in coordination with R&D and management team, to include crop selection, acreage, population/density per acre, preparing detailed plans related to planting, scouting and harvesting schedules, and collaborating with farmers/operators for carrying out these activities.
- Planning and preparing necessary reports, summaries and status updates for operations team and keeping management and/or farmers updated in real time as deviations or issues that would affect crop health, growth and/or biomass yield are suspected, including monitoring the production of indigo biomass and reporting on yield vs predictions.
- Monitoring agricultural production activities, making sure that the actual production is in accordance with the production goals set, and identifying and correcting any deviations.
- Maintaining the farm activities in line with the budgeted parameters and ultimately setting up budget for various farm activities.
- Hiring and managing full time and/or temporary field workers and other minor duties as required.
- Arranging preventive maintenance and repair of field equipment, greenhouses, and harvesting assets.
- Reviewing scouting data and any related agricultural data daily/weekly, driving conclusions and provide recommendations.
- Ensuring Stony Creek is utilizing modern field sampling and scouting methods and aggregating data appropriately.
- For Stony Creek -managed harvests, managing agricultural logistics daily for strategic equipment allocation and utilization to optimize crop biomass flow between the fields and the factory.
- For farmer-managed harvests, ensuring other established processing sites conform to harvest, post-harvest handling, processing, and sampling best practices.
- Working closely with the cross-functional business units such as Ag. research and chemical manufacturing to ensure efficient coordination of schedules, efforts, activities and projects.
- Monitoring the health and safety of the department, keeping track of the health and safety of workers and other staff and ensure regulatory compliance.
- Ensuring seed production is sufficient for subsequent seasons biomass production.
- Ensure contract farmers have sufficient support to finance any needed equipment and operations.

Essential Attributes:

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| <ul style="list-style-type: none"> • Good listening and communication skills • Excellent project management and organizational skills • Self-starter with ability to independently function and lead • Ability to establish rapport and quality relationships with farmers • Working knowledge of farming, including possible interventions that need to be taken if performance is not likely to meet expectations (e.g. irrigation, pest control, mitigation of weather effects). | <ul style="list-style-type: none"> • Good math and Microsoft office skills • Professional and positive attitude • Ability to work efficiently under time constraints • Teamwork skills • Strong strategic and analytical skills • Supervisory and performance management skills • Problem-solving and negotiation skills • Working knowledge of operating issues related to inventory management, including an understanding of the factors that increase inventory value (higher yields, quality) and inventory costs (seed, land rent, labor, fertilizer) |
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Education and Experience:

- 5-10 years of experience in a similar role with proven hands-on farm management skills, ideally managing multiple farm locations
- A bachelor's degree in agricultural economics, agricultural business, agronomy, agricultural engineering, or an equivalent degree in crop science from an accredited college.
- Significant knowledge of general farming practices.
- Good driving record and valid driver's license.

- Ability to travel as needed.

To apply: email resume and cover letter to Jobs@stonycreekcolors.com with Director of Ag Ops in subject line.

SCC is a growing company and an equal opportunity and non-discriminatory employer. SCC is committed to providing a safe and inclusive work environment, with opportunities for growth and professional development.

This job description reflects management's assignment of essential functions. It does not restrict the tasks that may be assigned from time to time, nor is it considered a contract of employment overriding "at-will" employment.

Date Prepared: 7/8/2020

Approved By: _____

(Job Title)

Approved By: _____

Human Resources

Signature: _____

Signature: _____