

POSITION DESCRIPTION



TREASURY
WINE ESTATES

Position Title:	Assistant Viticulturist
Previous Incumbent:	Lauryn Meissner
Business Unit:	Grape and Wine Supply – Technical Viticulture
Location:	Central Coast
Position Number:	
Manager’s Name:	Lauryn Meissner
Manager’s Title:	Regional Viticulturist
FLSA Status (US specific):	Exempt
Full Time/Part Time	Full Time
Financial Dimensions (if applicable)	
Value (\$):	

Direct Reports to this Role	Total Number of Reports
<ul style="list-style-type: none"> Harvest samplers and Viticulture Interns 	<ul style="list-style-type: none"> 2

Purpose of Role <i>(In one or two sentences, why does this role exist?)</i>
<p>The Assistant Viticulturist will be responsible for monitoring Treasury Wine Estates vineyards and grower vineyards for viticultural data collection, processing and grading. The Assistant Viticulturist will keep Technical Viticulturists and other vineyard personnel apprised of current viticulture, phenology, yield estimates and observations concerning pest, nutritional, canopy and irrigation metrics. The Assistant Viticulturist will be responsible for hiring and managing seasonal viticultural employees such as Viticulture Interns and Harvest Samplers. During harvest they will assist with daily communication regarding vineyard conditions, harvest status, field observations, general trends and fruit maturity.</p>

Key Responsibilities/ Accountabilities:
<ul style="list-style-type: none"> Monitor company vineyards throughout growing season and dormancy. Create vineyard reports based on findings, typically using vineyard oriented software. Assist with the implement, monitor and provide feedback on vineyard enhancement programs in alignment with the technical viticulture framework. Assist with technical viticultural support/training/extension to company vineyards. Perform crop estimates at multiple phenological stages for company vineyards and growers, as needed, including advanced statistically valid methods and bud dissection. Maintain production estimates and records in WIM and/or Viticulture databases. Conduct project work in areas as directed by Regional Technical Viticulturist. Collect petiole samples and assist in analysis of results. Conduct pest and disease severity assessments and assist with control recommendations. Knowledge of vineyard chemicals, pesticides and fertilizers and be able to contribute to recommendations based on sound IPM methodology and sustainable principles. Maintain working relationships with Managers, Assistant Managers/Foreman, becoming familiar with the geography, farming methods and field observations associated with both TWE and grower vineyards.

- Assist with the implementation and maintenance of viticultural database tools.
- Maintain and update existing vineyard data in viticultural databases, WIM, spreadsheets, charts and other repositories. Develop new and improved methods of data organization and visualization as needed.
- Liaise and collaborate with approved external regional research and development projects. Attend Industry workshops and relevant viticultural seminars.
- Working knowledge of basic statistical techniques and experimental methods to drive insightful data collection and analysis from investigative and experimental work.
- Create and update vineyard maps using industry standard GPS/GIS software and ensure validity of map data across TWE systems.
- Ability to identify variety, water status, pest and disease condition in the field using visual cues.
- Assist as needed in irrigation management including plant water stress monitoring with pressure bomb, visual cues and advanced techniques. Maintain pressure bombs and weather stations.
- Act as contact for viticultural consultants, contractors, university and research organizations as required.
- Responsibility for hiring, supervision, direction and management of Viticultural Interns and Maturity Samplers. Working with Regional Viticulturists and Grower Relations to coordinate harvest coverage of internal and external vineyards.
- Conduct fruit maturity sampling and lab analysis (Brix°, pH, TA) to determine harvest timing. Other lab experience and microscopy a bonus.
- Work with and contribute to WIM to record and recall maturity, harvest, and specific vineyard data as needed.
- Participate in grape and wine quality grading using objective sensory techniques and analysis.
- Assist in seasonal vineyard reviews and tastings.
- Assist in preparation for annual Farm Planning and budgeting cycle.
- Ability to handle multiple projects and priorities while working in a fast-paced environment.
- Limited cross-functionality with regional external growers & vineyards.

What are the key decisions made in this role?

- Vineyard assessments for company and grower properties assessments and recommendations for vine health and winegrape quality.
- Strategizing, staging and assessing crop quality & planning for fruit.

What are the key challenges faced by this role in meeting goals/objectives?

- Capacity to report and interpret accurate technical information (eg yield estimates/disease & nutrient severity) in very short timeframes.
- Actively track current & assigned viticultural research and development.
- Work efficiently with IT systems and with internal databases

Key Relationships *(Who does the role interact with?)*

Internal	<ul style="list-style-type: none"> • Regional Technical Viticulturist • Other Assistant Viticulturists • Viticultural Interns and Maturity Samplers • Technical Viticulture and Grower Relations Managers • Director, Vineyard Operations • Vineyard Managers • Grower Relations Representatives • Business and Contract Management Team • Winemakers
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External	<ul style="list-style-type: none"> • Growers • Technical Providers & Committees (Industry Advisory Boards-ASEV, AVF etc.)
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Qualifications and Experience:	
Qualifications/ Memberships:	<ul style="list-style-type: none"> • B.S. degree or greater in Viticulture/Horticulture/Agriculture/Enology or related discipline. • A clean CA driver's license. • General knowledge of regional viticultural cultural practices, pest issues, needs and opportunities. • Computer skills including MS Office, and practical competence with agriculture oriented computer applications. • Exposure to and/or experience with GIS software and techniques • Have a rudimentary understanding of winemaking to assist with understanding winegrowing goals and fruit/wine quality grading. • Ability to work overtime (extended hours and weekends) as required. • Ability to understand any and all safety requirements.
Experience, Competencies & Skills:	<ul style="list-style-type: none"> • Experience in luxury brand and industry-wide oriented viticulture, or similar operational discipline for a minimum of 2 seasons.
Essential Functions (if applicable):	*
Environment Conditions (if applicable):	<ul style="list-style-type: none"> • The position requires working outside in all weather conditions, exposure to extreme heat and cold in some cases.
Physical Demands (if applicable):	<p>While performing the duties of this job,</p> <ul style="list-style-type: none"> • The employee is required to sit, use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. • The employee frequently is required to stand and walk. • The employee is required to climb or balance and stoop, kneel, or crouch. • The employee must regularly lift and/or move up to 10 pounds and rarely lift and/or move up to 45 pounds. • Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus. • Must have normal night vision and be able to navigate in the dark. • Complete mobility (walking, bending, and stretching) in the vineyard on uneven terrain. • Office related tasks include sitting at a desk, using computer based technology. • Extensive driving required between ranches.

Our Growth Behaviours	
<p>Be Focussed We believe success comes from focusing on the most important things</p>	<p>What does it look like?</p> <ul style="list-style-type: none"> • Creating clear priorities and sticking to them • Allocating time and effort to these priorities
<p>Belief We believe success comes from believing in what we do. Actions come from belief.</p>	<p>What does it look like?</p> <ul style="list-style-type: none"> • Inspiring consumers to choose our wines • Inspiring colleagues to believe in themselves • Inspiring customers and partners to have confidence and invest with us • Staying true to our Company vision
<p>Trust We believe trust is fundamental to success.</p>	<p>What does it look like?</p> <ul style="list-style-type: none"> • Showing positive intent • Acting authentically and with integrity • Holding yourself & others accountable • Giving feedback • Actively listening
<p>Collaborate to Win We believe by genuinely working together, we will win.</p>	<p>What does it look like?</p> <ul style="list-style-type: none"> • Working together to achieve shared goals • Deep collaboration to achieve the same objective • Sharing knowledge, learning together and building consensus • Collaborative problem solving • Letting go of personal agendas in the interests of others

<p>Role description developed by:</p>	<p>First name: Will Last name: Drayton Position title: Technical Viticulture Manager Date: 11/25/2014</p>
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