



SEARCH WITH PURPOSE

The Client



ROWLAND TAYLOR VINEYARDS

Rowland Taylor Vineyards (www.rowlandtaylorvineyards.com) was founded in 2010 by owners Kerr and Jill Taylor, as a division of the Rowland Taylor Family Agribusiness. Rowland Taylor Vineyards has two locations: the Old Lamesa Vineyard in Terry County, Texas, and the Chappell Hill Vineyard in Washington County, Texas. The Old Lamesa Vineyard consists of 500 acres south of Brownfield, Texas, with 60 acres of a predominant clone type of Entav-Inra certified grapes, a rare and direct clone from famous vineyards in France. The Chappell Hill Vineyard consists of 500 acres with five acres of Lenoir and Blanc du Bois grapes. Both locations also include Rowland Taylor's Wagyu cattle business.

The Position

Manager, Old Lamesa Vineyard Brownfield, Texas

Rowland Taylor Vineyards is seeking a Vineyard Manager to lead, develop, and manage its Old Lamesa Vineyard operations in Terry County. This is a broad and hands-on role, the Vineyard Manager will work closely alongside hired labor and other staff to get the job done, whatever that job may be. The Vineyard Manager will ensure that all vineyard work and operational objectives set by senior management are completed on time and within budgetary guidelines.

The Vineyard Manager will report to the Owner and Chairman and will provide direction and leadership for a variety of vineyard responsibilities included, but not limited to the following:

VINEYARD MANAGEMENT

- Direct all vineyard operations, including spraying shredding, pruning, maintenance and repairs, focusing on performance and profitability and within the framework of the operating plan and budget.
- Assist with annual and quarter budget planning and forecasting; create quarterly reports on production estimates and expenses.

- Collaborate with senior management to identify opportunities to improve and expand the Old Lamesa Vineyard.
- Monitor, repair and maintain irrigation systems to ensure adequate soil moisture.
- Operate and maintain heavy and light equipment and machinery.
- Build, maintain and improve vineyard infrastructure, including roads, culverts, fences and gates.
- Maintain ranch lawns, outbuildings and shops to a high level of cleanliness/tidiness.
- Monitor pastures for optimum usage. Cattle operations, not currently on the property, could be introduced.
- Track and manage inventory levels and usage by acre; proactively identify and resolve issues to ensure that estimated production levels are met.
- Recruit and manage temporary labor for harvests, pruning, and other major projects.
- Collaborate with Rowland Taylor's viticulturalist on matters pertaining to plant nutrition, soil analysis, pest management and other necessary programs to ensure optimal production.
- Develop and implement environmental and safety policies and procedures in strict compliance with federal, state, and local regulations.
- At the direction of senior management, oversee future capital improvement projects (e.g. construction of new buildings, barns, fences, gates, cattle pens and other projects);
- Keep abreast of vineyard best practices and innovations by joining grape and wine industry associations, attending conferences and developing relationships with other vineyard operators and consultancies.

SALES & MARKETING

- Leverage and develop effective relationships and secure long-term contracts with high-quality wineries to meet sales and revenue objectives;
- Regularly meet with new and existing customers by traveling to their locations and by hosting vineyard site visits;
- Provide guidance and support to management in the development of website and other marketing collateral.

COMMUNICATIONS AND TRAVEL

- Provide daily 'one-minute updates' to the company chairman and other members of management and communicate guidance and updates on vineyard operations and projects;
- Travel to Chappell Hill and Houston as needed for team meetings and to assist with Rowland Taylor Agribusiness projects.

Qualifications

- One to three years of vineyard or farm operations and business management experience;
- A solid knowledge of or deep interest in viticulture;
- Ability to manage a small team of ranch hands or vineyard workers;
- Carpentry, light mechanical, electrical, welding, plumbing and painting skills;
- Ability to safely and skillfully operate all manner of light and heavy equipment, including chainsaw, bulldozer, tractor and related implements;
- Experience working in a team-oriented environment that is committed to excellence;
- Flexibility to work evenings and weekends and travel as needed;
- A Bachelor's or Associate's degree in Agriculture or related field preferred.

Personal Characteristics

- A dynamic, ambitious '5C leader' who exhibits exceptional core values, character, competence, communication skills, and community building attributes;
- The highest standards of honesty and integrity;
- Outstanding interpersonal and communication skills; the ability to lead through influence rather than control and to create consensus-based support for business strategies and decisions;
- An energetic self-starter with an outstanding work ethic who can adapt and be responsive to a goal-oriented Chairman;
- An ability to handle multiple projects simultaneously and prioritize competing projects;
- Impeccable attention to detail;
- A consultative, collaborative, team-oriented style.

Compensation

- An attractive compensation package, tailored to experience.

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Contact

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