



[www.RaptorAg.com](http://www.RaptorAg.com)

5201 N. Sooner Rd.  
Edmond, OK 73034

## POSITION

Job Title: Area Manager  
Location: Tillman County, Oklahoma  
Direct Supervisor: Joe Mendes, Vice President

## COMPENSATION

Base Salary: TBD  
Bonus Program: In years when Raptor Ag is profitable, employees can earn a bonus up to 10% of their salary, if job performance has been satisfactory. After three years employment, employee is qualified to earn a higher bonus percentage.

### Benefits and Policies:

- Three weeks PTO per year, increasing to four weeks after one year of employment.
- Matching 401K (dollar for dollar match, up to 6% salary).
- Health, dental and vision insurance for employee, spouse and dependents. Raptor Ag pays monthly premiums.
- If determined necessary for position, employee may receive a company truck, which can be used for personal use.
- With approval from CEO, tuition for agronomic training/classes related to operations within Raptor Ag.
- Employment with Raptor Ag shall be entirely "at will," meaning that either associate or Raptor Ag may terminate the employment relationship established hereunder by delivering written notice to the other party at any time for any reason or for no reason at all. Nothing in this Letter shall alter the nature of your at-will employment.
- Associate will be subject to employee policies and procedures more fully set forth in the employee handbook, which is expected to be published in 2022.
- Valid drivers license.
- Willingness to submit to a background check, drug test and random drug tests.

## **ROLES and RESPONSIBILITIES**

Raptor Ag manages a large acreage position of pecan orchards in Oklahoma. The company requires an Area Manager to work with the General Manager/Vice President and team in all facets of farming operations, with the goal to maximize crop performance.

Raptor Ag takes pride in the farm facilities and orchard aesthetics, functionality, and performance. We look to grow our high-quality operation and work as a team which has mutual respect, good communication, and a safe work environment.

### **POSITION SUMMARY**

The Area Manager will manage assigned orchards, which will likely consist of more than 500 acres. As the company continues to grow, more responsibilities and promotional opportunities can be expected with satisfactory job performance and a positive attitude. As an Area Manager, it is expected that you will manage one or more Operators (equipment operator), which will perform a majority of the tractor work for your assigned orchards. It is Raptor Ag's expectation, as it continues to add pecan acres, to increase the acreage responsibilities of Area Managers and provide more Operators under your supervision.

As an Area Manager, you oversee all operations going on in those orchard blocks, including ensuring all irrigation, chemical and fertilizer programs are implemented properly, working with Supervisor and Agronomist to develop chemical/fertility plans, directing field crews to ensure pruning is done properly, oversee harvest on assigned orchards, scout for pests, and assist with annual budget development. Some equipment operation time may be necessary for several hours a day during the busiest time of the year to assist the Operators in covering all tasks. Harvest can be hectic for a four- to six-week period, and equipment operation will likely be necessary.

As an Area Manager, you will have many resources available to you in learning the specific agronomics of pecan production – people inside and outside of Raptor Ag.

Responsibilities include:

1. Work with supervisor(s) on new orchard design, layout and marking.
  - a. Assist in the overseeing of orchard plantings and establishment.
  - b. Manage contracted planting crews to ensure fields are planted to desired standards.
2. Agronomic and Operational Oversight.
  - a. On any assigned orchard, scout for pests and disease and observe orchard health and communicate regularly to supervisor(s) with any issues or points of concern.
  - b. Work with supervisor(s) on an annual basis in developing farm budget.
  - c. Track and log all chemical and fertilizer applications if and when required.
  - d. Work with supervisor(s) in ensuring MSDS maintenance and proper field re-entry.
3. Assist supervisor(s) in the oversight of orchard maintenance.
  - a. Work with supervisor(s) in ensuring orchard ground is properly maintained through chemical and mechanical means.
  - b. Install and maintain drip lines in all fields.
  - c. Work with supervisor(s) in ensuring irrigation and fertigation applications are in correct amounts and timing.

- d. Work with supervisor(s) in ensuring all necessary tree spraying is performed on a timely basis.
  - e. Manage contract labor.
4. Perform orchard maintenance such as spraying, ground maintenance, pruning when needed. Assist with all aspects of harvest operations.
  5. Coordinate with supervisor(s) with harvesting operations to maximize yield and to minimize dockage. Oversee and assist with all aspects of harvest on assigned orchards.
  6. Assist with machinery maintenance. Maintain shop area, if requested.
  7. When needed, work on non-orchard related projects of general construction, farm road maintenance, and field perimeter maintenance.
  8. Attend applicable continuing education classes and attend pecan industry functions. Maintain a spray applicators license.
  9. At times, supervisor(s) may request, if tasks in your assigned orchards are up to date, to assist Agronomist, other Area Managers, or other team members in their tasks.