




CANADIAN AGRICULTURAL
HUMAN RESOURCE COUNCIL

CONSEIL CANADIEN POUR LES
RESSOURCES HUMAINES EN AGRICULTURE

Identifying On-Farm Occupations Occupational Descriptions





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Identifying On-Farm Occupations

Through the **Identifying On-Farm Occupations** project, the Canadian Agricultural Human Resource Council (CAHRC) has identified occupations and examined the classification of work in the primary agricultural sector. CAHRC held a series of focus groups with producers from across the country to gather information about the work performed in the production of various commodities. Producers also described the skills, knowledge, experience and training that are required for these occupations. This information has been compiled into two documents:

- a) an occupational matrix of on-farm occupations;
- b) a description of each occupation listed in the matrix which outlines the tasks and responsibilities, as well as the knowledge and skills required to perform the job.

This information reflects the nature and scope of occupations in primary production and is meant to be used by the industry as a reference to build on as the sector evolves.

Increasing our understanding of the nature of work on the farm will enable us to define the skills and to identify the training required for these occupations. This information will assist employers in attracting and retaining workers to meet the demand for on-farm labour. The results of this project will be used by CAHRC to generate greater awareness of agriculture employment opportunities and career paths in the sector.

All Commodities

FARMER/FARM OWNER/FARM OPERATOR

Category	Description	Experience/Training
6 - Owner/Operator/CEO	Activities focus on planning and implementing the operation's vision, business and production strategy, financial and capital management, decision making and overseeing all operations and workers. The farmer/owner is accountable and liable for results.	Extensive experience and industry-related and management knowledge/skills required. May have science, business or agriculture post-secondary education.

Aquaculture

LINE/FISH PLANT LABOURER

Category	Description	Experience/Training
1A - Entry Level	Activities include processing fish products, packaging and preparing for shipping.	No prior farm experience or specific knowledge/skills required. On-the-job training.

FARM LABOURER

Category	Description	Experience/Training
1A - Entry Level	Activities include operating all vessels and vehicles, farm seeding and harvesting, feeding.	No prior farm experience or specific knowledge/skills required. On-the-job training.

GENERAL FARM/HATCHERY WORKER/FARM ASSISTANT

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include feeding fish, assisting with fish health and husbandry activities, cleaning tanks, monitoring/calibrating equipment, assisting with production, record keeping.	Some previous farm experience desirable. Some basic knowledge/skills required (e.g. basic water safety, problem-solving and communication skills). On-the-job training.

MAINTENANCE WORKER

Category	Description	Experience/Training
2B - Experienced	Activities include maintaining generators, outboard engines.	Extensive farm experience and knowledge/skills required. Previous training in mechanics desirable. On-the-job training.

HATCHERY TECHNICIAN

Category	Description	Experience/Training
2B - Experienced	Activities include feeding fish, assisting with fish health and husbandry activities, cleaning tanks, monitoring/calibrating equipment, assisting with production, record keeping.	Extensive farm experience and knowledge/skills required (excellent fish husbandry skills, experience in aquaculture, basic knowledge of fish biology, hatchery activities, water systems and water quality). Secondary level diploma desirable. On-the-job training.

FARM TECHNICIAN (MUSSELS/SALMON)

Category	Description	Experience/Training
3 - Specialized	Activities include feed sampling, basic lab analysis, O ₂ testing, feeding, husbandry, checking for mortality, disease/health issues, water quality, assisting with production (grading, harvesting, on-site transfers/movements).	Previous experience in specialty desirable. Specialized knowledge/skills required (lab technology, biology and/or sciences). Bachelor's degree or college diploma desired. On-the-job training.

PRODUCTION AND ENVIRONMENTAL RESEARCHER/SCIENTIST (HALIBUT/SALMON)

Category	Description	Experience/Training
3 - Specialized	Activities focus on fish health, food and environment, biology of animals under stress.	Previous experience in specialty desirable. Specialized knowledge/skills required (production, environmental biology, sciences, etc.) Master's degree (minimum) or PhD required. On-the-job training.

FISH HEALTH TECHNICIAN

Category	Description	Experience/Training
3 - Specialized	Activities include working in lab, monitoring health, behaviour, and reporting findings to veterinarian.	Previous experience in specialty desirable. Specialized knowledge/skills required (lab technology, marine biology and/or sciences). Bachelor's degree in Biology/Marine Biology/Aquaculture required. On-the-job training.

WORKBOAT OPERATOR

Category	Description	Experience/Training
3 - Specialized	Activities include operating tugs and barges, pulling nets, disinfecting sites after harvest, operating crane on board vessel.	Previous experience in specialty desirable. Specialized knowledge/skills required. Certification required based on size of vessel. On-the-job training.

ASSISTANT HATCHERY MANAGER

Category	Description	Experience/Training
4 - Supervisory	Activities include assisting Hatchery Manager with hatchery improvement techniques, production, planning, day-to-day activities, budgeting.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. On-the-job training.

LEAD HAND/ASSISTANT MANAGER (SALMON)

Category	Description	Experience/Training
4 - Supervisory	Activities include feeding fish, assisting with fish health and husbandry activities, cleaning tanks, monitoring/calibrating equipment, assisting with production, recording keeping, administrative duties (inventory, health and safety and emergency response), some supervision of crews. Supports Site Manager in running site.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. (i.e. Aquaculture Technician certificate, water safety knowledge, WHMIS and first aid certification). Diving certification is desirable. On-the-job training.

SUPERVISOR

Category	Description	Experience/Training
4 - Supervisory	Activities include supervising several work crews.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training and water safety training. On-the-job training.

FARM MANAGER/PRODUCTION MANAGER/SITE MANAGER /HATCHERY MANAGER

Category	Description	Experience/Training
5 - Management	Activities include management of one or more production areas, production planning, operations management of one or multiple sites/farms.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training (e.g. health and safety training, HACCP certification, regulatory knowledge, appropriate boat license and water safety training). On-the-job training.

PROCESSING PLANT MANAGER

Category	Description	Experience/Training
5 - Management	Activities include management of processing plant operations.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training (e.g. health and safety and HACCP certifications). On-the-job training.

GENERAL MANAGER

Category	Description	Experience/Training
5 - Management	Activities focus on planning and implementing the operation's vision, business and production strategy, financial and capital management, decision making and overseeing all operations and workers. The general manager is accountable and liable for results.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training (e.g. science, business or agriculture post-secondary education desirable). On-the-job training.

Cattle

GENERAL FARM LABOURER/FIELD HAND/ANIMAL CARE LABOURER

Category	Description	Experience/Training
1A - Entry Level	Activities include basic animal care and feeding, and/or fencing, planting, harvesting, sweeping, cleaning. Performs basic maintenance.	No prior farm experience or specific knowledge/skills required. On-the-job training.

GENERAL FARM WORKER/FARM ASSISTANT/ANIMAL HUSBANDRY WORKER/HARVEST WORKER

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include basic animal care and feeding (including weighing animals and preparing for next feeding and cleaning up after feeding), and/or fencing, planting, harvesting, barn and stall maintenance. Performs basic maintenance.	Some previous farm experience desirable. Some basic knowledge/skills required. On-the-job training.

PROCESSING WORKER

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include basic animal care and feeding (including weighing animals and preparing for next feeding and cleaning up after feeding), and/or fencing, planting, harvesting, barn and stall maintenance. Performs basic maintenance.	Some previous farm experience desirable. Some basic knowledge/skills required. On-the-job training.

EQUIPMENT OPERATOR

Category	Description	Experience/Training
2A - Mid-level, Experienced	Activities include operation and maintenance of milking, feeding, etc. equipment.	Previous farm experience and some basic knowledge/skills required (e.g. mechanical knowledge and skills). On-the-job training.

CALVING ASSISTANT

Category	Description	Experience/Training
2A - Mid-level, Experienced	Activities include identifying calving problems, tagging, feeding newborn calves.	Previous farm experience and some basic knowledge/skills required. On-the-job training.

MILKER

Category	Description	Experience/Training
2A - Mid-level, Experienced	Activities include preparing cows for milking, milking cows, post-dipping cows and heat detection for reproduction.	Previous farm experience and some basic knowledge/skills required. On-the-job training.

ANIMAL FEEDER

Category	Description	Experience/Training
2A - Mid-level, Experienced	Activities include preparing and distributing feed and post-feeding cleaning.	Previous farm experience and some basic knowledge/skills required. On-the-job training.

PEN RIDER/CHECKER (FEEDLOT)

Category	Description	Experience/Training
2B - Experienced	Activities include riding pens, monitoring cattle health, treating according to protocols, record keeping.	Extensive farm experience and knowledge/skills required (e.g. horse handling and riding skills). Previous training desirable. On-the-job training.

FEED TRUCK DRIVER/FEEDING EQUIPMENT OPERATOR (FEEDLOT)

Category	Description	Experience/Training
2B - Experienced	Activities include operating trucks and other feeding equipment.	Extensive farm experience and knowledge/skills required (e.g. mechanical skills). Previous training in mechanics desirable. On-the-job training.

EXPERIENCED FARM WORKER/PRODUCTION WORKER/HERD AND ANIMAL WORKER

Category	Description	Experience/Training
2B - Experienced	Activities include animal handling and feeding, monitoring herd health and following treatment protocol, operation and maintenance of equipment, e.g. welding, mechanics and carpentry.	Extensive farm experience and knowledge/skills required (e.g. knowledge of traceability systems, welding and mechanical skills). Previous training desirable. On-the-job training.

FIELD EQUIPMENT OPERATOR

Category	Description	Experience/Training
2B - Experienced	Activities include operating equipment for seeding and harvesting.	Extensive farm experience and knowledge/skills required (e.g. mechanical skills). Previous training in mechanics desirable. On-the-job training.

LIVESTOCK ID ADMINISTRATOR

Category	Description	Experience/Training
2B - Experienced	Activities include applying Radio Frequency Identification (RFID) tags for traceability and identification, and preparing animal identification files.	Extensive farm experience and knowledge/skills required (e.g. knowledge of traceability systems). Previous training desirable. On-the-job training.

DAIRY HERDSPERSON

Category	Description	Experience/Training
2B - Experienced	Activities include monitoring cow and calf health and following treatment protocols, feeding, milking, operating field equipment and building maintenance.	Extensive farm experience and knowledge/skills required. Previous training desirable. On-the-job training.

ANIMAL HUSBANDRY WORKER/ANIMAL PRODUCTION WORKER/ANIMAL CARE WORKER/HERD HEALTH TECHNICIAN

Category	Description	Experience/Training
3 - Specialized	Activities include monitoring animal health, breeding, vaccinations, disease control and following treatment protocol.	Previous experience in specialty desirable. Specialized knowledge/skills required (e.g. knowledge of species and animal life cycles). College diploma and/or herds person certification or equivalent experience required. On-the-job training.

BREEDING TECHNICIAN/AI TECHNICIAN/REPRODUCTION TECHNICIAN / GENETIC PLANNER

Category	Description	Experience/Training
3 - Specialized	Activities include preparing and implementing breeding program and techniques (e.g. sire selection, making genetic improvement decisions, maintaining semen inventory, tracking optimum heat time).	Previous experience in specialty desirable. Specialized knowledge/skills required (e.g. breeding techniques, animal reproduction). College diploma and/or certification or equivalent experience required. On-the-job training.

TRUCK DRIVER

Category	Description	Experience/Training
3 - Specialized	Activities include loading and transporting animals and other farm commodities.	Previous experience in specialty desirable. Specialized knowledge/skills required (e.g. knowledge of transportation regulations, weight restrictions, safe loading and securement). Truck driver's license required (category, name and level varies by province). On-the-job training.

MACHINERY MECHANIC

Category	Description	Experience/Training
3 - Specialized	Activities include mechanical repair and maintenance, welding.	Previous experience in specialty desirable. Specialized knowledge/skills required. Mechanic's license required. On-the-job training.

HEAD OF CALVING

Category	Description	Experience/Training
4 - Supervisory	Activities include supervising calving operations and crew.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. On-the-job training.

LEAD HAND

Category	Description	Experience/Training
4 - Supervisory	Activities include supervising a work crew.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. On-the-job training.

FEEDLOT/YARD HERDSPERSON

Category	Description	Experience/Training
4 - Supervisory	Activities include supervising a feedlot work crew.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. On-the-job training.

SUPERVISOR/FOREMAN/HEAD HERDSPERSON

Category	Description	Experience/Training
4 - Supervisory	Activities include supervising herd operations and work crew.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. On-the-job training.

LEAD MILKER/HEAD MILKER/MILKING DEPARTMENT SUPERVISOR

Category	Description	Experience/Training
4 - Supervisory	Activities include supervising day-to-day milking operations and work crew. Responsible for quality control.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. On-the-job training.

FEEDLOT MANAGER

Category	Description	Experience/Training
5 - Management	Activities include management of feedlot operations, e.g. feed purchases, contracts, animal health protocols, food safety.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training (e.g. food safety certification or training). On-the-job training.

PRODUCTION MANAGER/DEPARTMENT MANAGER/CALF REARING MANAGER/YOUNG STOCK MANAGER/BREEDING MANAGER/PASTURE MANAGER

Category	Description	Experience/Training
5 - Management	Activities include management of one or more sectors/operations and work crews in a large multi-commodity farm.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

FARM MANAGER/GENERAL MANAGER

Category	Description	Experience/Training
5 - Management	Activities include overall management of operations, e.g. human resources, administration, animal health protocols, food safety, quality control, livestock registration and genetic planning.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

Poultry and Egg

EGG COLLECTOR

Category	Description	Experience/Training
1A - Entry Level	Activities include egg collection.	No prior farm experience or specific knowledge/skills required. On-the-job training.

GENERAL FARM LABOURER

Category	Description	Experience/Training
1A - Entry Level	Activities include sweeping, cleaning, monitoring for mortality and feeding.	No prior farm experience or specific knowledge/skills required. On-the-job training.

BARN WORKER

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include handling and feeding, basic monitoring of flock health, mechanical repair, operating and maintenance of equipment, e.g. tractor.	Some previous farm experience desirable. Some basic knowledge/skills required (e.g. mechanical skills). On-the-job training.

GENERAL FARM WORKER

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include handling and feeding, mechanical repair, operating and maintenance of equipment, e.g. tractor.	Some previous farm experience desirable. Some basic knowledge/skills required (e.g. mechanical skills). On-the-job training.

POULTRY PRODUCTION WORKER

Category	Description	Experience/Training
2B - Experienced	Activities include handling of eggs and birds, feeding, controlling ambient conditions, cleaning and maintenance of facility, implementing flock biosecurity protocols, vaccination, etc.	Extensive farm experience and knowledge/skills required (e.g. knowledge of biosecurity protocols systems). Previous training desirable. On-the-job training.

ASSISTANT MECHANIC

Category	Description	Experience/Training
2B - Experienced	Activities include mechanical repair and maintenance, welding.	Extensive farm experience and knowledge/skills required (e.g. mechanical skills). Previous training in mechanics desirable. On-the-job training.

MACHINERY MECHANIC

Category	Description	Experience/Training
3 - Specialized	Activities include mechanical repair and maintenance, welding.	Previous experience in specialty desirable. Specialized knowledge/skills required. Mechanic's license required. On-the-job training.

SUPERVISOR

Category	Description	Experience/Training
4 - Supervisory	Activities include supervising production operations, quality control, biosecurity, human resource management and supervising work crews.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training (e.g. HACCP training/certification, health and safety and first aid certifications). On-the-job training.

ASSISTANT GENERAL MANAGER/ASSISTANT FARM MANAGER

Category	Description	Experience/Training
5 - Management	Activities include assisting in management of production operations.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training (e.g. HACCP training/certification, health and safety and first aid certifications). On-the-job training.

GENERAL MANAGER/POULTRY FARM MANAGER/POULTRY PRODUCTION MANAGER

Category	Description	Experience/Training
5 - Management	Activities include management of production operations, animal health and other managers/workers, and assisting owner with strategic planning.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

Swine

ANIMAL CARE LABOURER

Category	Description	Experience/Training
1A - Entry Level	Activities include basic animal care and feeding.	No prior farm experience or specific knowledge/skills required. On-the-job training.

BARN WASHER

Category	Description	Experience/Training
1A - Entry Level	Activities include cleaning out and washing pens and general barn areas.	No prior farm experience or specific knowledge/skills required. On-the-job training.

GENERAL FARM WORKER/FARM ASSISTANT/ANIMAL HUSBANDRY WORKER/ANIMAL CARE WORKER

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include basic animal care, handling and feeding. Performs basic maintenance.	Some previous farm experience desirable. Some basic knowledge/skills required (e.g. driver's license). On-the-job training.

NURSERY WORKER/BREEDING WORKER/FARROWING WORKER/GROW-FINISH WORKER

Category	Description	Experience/Training
2A - Mid-Level, Experienced	Activities include monitoring and assisting in: nursery activities, e.g. animal handling, feeding and weaning; in breeding/Al activities; in pre-farrowing and farrowing activities; in growing-finishing operations; and equipment and building maintenance.	Previous farm experience and some basic knowledge/skills required. On-the-job training.

SWINE PRODUCTION WORKER

Category	Description	Experience/Training
2B - Experienced	Activities include monitoring and assisting in all farrow to finish production activities, e.g. animal care, handling and feeding, etc.	Extensive farm experience and knowledge/skills required. Previous training desirable. On-the-job training.

FIELD EQUIPMENT OPERATOR

Category	Description	Experience/Training
2B - Experienced	Activities include operating equipment, e.g. manure spreading.	Extensive farm experience and knowledge/skills required (e.g. mechanical skills). Previous mechanic training desirable. On-the-job training.

BOAR STUD WORKER

Category	Description	Experience/Training
2B - Experienced	Activities include selection and training of boar studs, semen collection, record keeping, etc.	Extensive farm experience and knowledge/skills required. Previous training desirable. On-the-job training.

FEED TRUCK DRIVER

Category	Description	Experience/Training
2B - Experienced	Activities include operating feed trucks and other feeding equipment.	Extensive farm experience and knowledge/skills required (e.g. mechanical skills). Previous training in mechanics desirable. On-the-job training.

EQUIPMENT/MACHINERY OPERATOR

Category	Description	Experience/Training
2B - Experienced	Activities include operating machinery and equipment.	Extensive farm experience and knowledge/skills required (e.g. mechanical skills). Previous training in mechanics desirable. On-the-job training.

TRUCK DRIVER

Category	Description	Experience/Training
3 - Specialized	Activities include loading and transporting animals and other farm commodities.	Previous experience in specialty desirable. Specialized knowledge/skills required (e.g. knowledge of transportation regulations, weight restrictions, safe loading and securement). Truck driver's license required (category, name and level varies by province). On-the-job training.

MACHINERY MECHANIC

Category	Description	Experience/Training
3 - Specialized	Activities include mechanical repair and maintenance, welding.	Previous experience in specialty desirable. Specialized knowledge/skills required. Mechanic's license required. On-the-job training.

LEAD HAND

Category	Description	Experience/Training
4 - Supervisory	Activities include supervising a work crew.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. On-the-job training.

SWINE PRODUCTION SUPERVISOR/NURSERY SUPERVISOR/BREEDING SUPERVISOR/FARROWING SUPERVISOR/GROW-FINISH SUPERVISOR

Category	Description	Experience/Training
4 - Supervisory	Activities include supervising: production operations and workers; nursery operations and workers; breeding operations and workers; farrowing operations and workers; growing-finishing operations and workers.	Extensive farm experience and supervisory knowledge/skills required (e.g. computer and record keeping skills desirable). May have post-secondary education and/or supervisory training. On-the-job training.

GENERAL MANAGER/FARM MANAGER

Category	Description	Experience/Training
5 - Management	Activities include overall management of operations, e.g. planning and co-ordination of swine production.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

PRODUCTION MANAGER/BREEDING MANAGER/FARROWING MANAGER/NURSERY-GROWER MANAGER

Category	Description	Experience/Training
5 - Management	Activities include overall management of: production operations, breeding operations, farrowing operations, nursery and grower operations.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

Other Animal

HARVEST WORKER (HORSE)

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include field work, barn and stall maintenance, operating field equipment. Performs basic maintenance.	Some previous farm experience desirable. Some basic knowledge/skills required (e.g. mechanical skills). On-the-job training.

BARN WORKER (HORSE)

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include mucking stalls, handling and feeding of animals.	Some previous farm experience desirable. Some basic knowledge/skills required. On-the-job training.

GENERAL FARM WORKER/FARM ASSISTANT

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include basic animal care and feeding (including weighing animals and preparing for next feeding and cleaning up after feeding), and/or fencing, planting, harvesting, barn and stall maintenance. Performs basic maintenance.	Some previous farm experience desirable. Some basic knowledge/skills required (e.g. driver's license). On-the-job training.

PRODUCTION WORKER (FUR ANIMALS, RABBIT, GOAT, SHEEP, HORSE)

Category	Description	Experience/Training
2B - Experienced	Activities include animal handling and feeding, planting, harvesting, operation and maintenance of equipment and machinery, maintenance of buildings. Assists in all areas of the operation.	Extensive farm experience and knowledge/skills required (e.g. knowledge of animal production and mechanical skills). Previous training desirable. On-the job training.

HORSE TRAINER

Category	Description	Experience/Training
3 - Specialized	Activities include training horses and assessing animal health.	Previous experience in specialty desirable. Specialized knowledge/skills required (e.g. knowledge of species). On-the-job training.

SUPERVISOR

Category	Description	Experience/Training
4 - Supervisory	Activities include supervising operations and work crews.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. On-the-job training.

BREEDING MANAGER (HORSE)

Category	Description	Experience/Training
5 - Management	Activities include overall management of breeding operations.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

Crops

GENERAL FARM WORKER/FARM ASSISTANT

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include planting, harvesting. Performs basic maintenance.	Some previous farm experience desirable. Some basic knowledge/skills required (e.g. driver's licence). On-the-job training.

EXPERIENCED FARM WORKER/FIELD PERSON/FIELD EQUIPMENT OPERATOR

Category	Description	Experience/Training
2B - Experienced	Activities include precision farming, using technology to operate machinery and equipment, chemical application (e.g. fertilizer).	Extensive farm experience and knowledge/skills required (e.g. mechanical skills, computer skills, GPS, chemical application skills). Previous training in mechanics desirable. On-the-job training.

SWATHER/COMBINE OPERATOR

Category	Description	Experience/Training
2B - Experienced	Activities include operating specialized equipment.	Extensive farm experience and knowledge/skills required (e.g. mechanical skills, computer/electronic control skills, GPS, chemical application skills). Previous training in mechanics desirable. On-the-job training.

GRAIN PRODUCTION WORKER

Category	Description	Experience/Training
2B - Experienced	Activities include field preparation, planting, irrigation, chemical application, harvesting. Operates machinery.	Extensive farm experience and knowledge/skills required (e.g. welding and mechanical skills). Previous training desirable. On-the-job training.

TRUCK DRIVER

Category	Description	Experience/Training
3 - Specialized	Activities include loading and transporting animals and other farm commodities (e.g. hay, grain, etc.) and sequencing loads to prevent cross-contamination.	Previous experience in specialty desirable. Specialized knowledge/skills required (e.g. knowledge of transportation regulations, weight restrictions, safe loading and securement, crop quality and food safety protocols). Truck driver's license required (category, name and level varies by province). On-the-job training.

CROP SCOUT

Category	Description	Experience/Training
3 - Specialized	Activities include identifying weed, insect and disease problems and nutrient deficiencies in field crops.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. On-the-job training.

SPRAYER OPERATOR

Category	Description	Experience/Training
3 - Specialized	Activities include pesticide application.	Previous experience in specialty desirable. Specialized knowledge/skills required. On-the-job training.

SUPERVISOR

Category	Description	Experience/Training
4 - Supervisory	Activities include supervising all crop related operations, quality control and work crews.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. On-the-job training.

GENERAL MANAGER/FARM MANAGER

Category	Description	Experience/Training
5 - Management	Activities include overall management of operations.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

DEPARTMENT MANAGER/CROP MANAGER/CROP PROTECTION MANAGER/SHOP MANAGER

Category	Description	Experience/Training
5 - Management	Activities include management of: one or more departments in a large multi-commodity farm; crop operations; crop protection operations; equipment and machinery repair and maintenance.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

Field Fruit and Vegetables

PACKING HOUSE LABOURER/SORTER/PACKER/LINE LABOURER

Category	Description	Experience/Training
1A - Entry Level	Activities include grading, sorting and packaging.	No prior farm experience or specific knowledge/skills required. On-the-job training.

PICKER

Category	Description	Experience/Training
1A - Entry Level	Activities include picking and sorting berries.	No prior farm experience or specific knowledge/skills required. On-the-job training.

GENERAL FARM WORKER/FARM ASSISTANT/FIELD FRUIT AND VEGETABLE HORTICULTURE WORKER

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include planting, harvesting, washing, packing, irrigation, hoeing, cleaning buildings and equipment. Performs basic maintenance.	Some previous farm experience desirable. Some basic knowledge/skills required (e.g. driver's license). On-the-job training.

HARVEST WORKER

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include harvesting fruits and vegetables, sorting produce and operating equipment.	Some previous farm experience desirable. Some basic knowledge/skills required (e.g. driver's license). On-the-job training.

ASSISTANT HORTICULTURIST/MAINTENANCE WORKER

Category	Description	Experience/Training
2A - Mid-level, Experienced	Activities include seeding, planting, harvesting and packing vegetables, operating and repairing equipment and machinery.	Previous farm experience and some basic knowledge/skills required (e.g. mechanical skills). On-the-job training.

EXPERIENCED FARM WORKER/FIELD PERSON

Category	Description	Experience/Training
2B - Experienced	Activities include seeding, planting, harvesting, irrigation, hoeing, transplanting, washing, packing, cleaning buildings and equipment, operating equipment and machinery, chemical application.	Extensive farm experience and knowledge/skills required (e.g. knowledge of production and mechanical skills). Previous training desirable. On-the-job training.

SPECIALIZED MACHINERY/EQUIPMENT OPERATOR

Category	Description	Experience/Training
2B - Experienced	Activities include operating specialized machinery and equipment.	Extensive farm experience and knowledge/skills required (e.g. mechanical skills). Previous training in mechanics desirable. On-the-job training.

PESTICIDE APPLICATOR

Category	Description	Experience/Training
3 - Specialized	Activities include pesticide application.	Previous experience in specialty desirable. Specialized knowledge/skills required. On-the-job training.

TRUCK DRIVER

Category	Description	Experience/Training
3 - Specialized	Activities include loading and transporting farm commodities.	Previous experience in specialty desirable. Specialized knowledge/skills required (e.g. knowledge of transportation regulations, weight restrictions, safe loading and securement). Truck driver's license required (category, name and level varies by province). On-the-job training.

MACHINERY MECHANIC

Category	Description	Experience/Training
3 - Specialized	Activities include mechanical repair and maintenance, welding.	Previous experience in specialty desirable. Specialized knowledge/skills required. Mechanic's license required. On-the-job training.

LEAD HAND

Category	Description	Experience/Training
4 - Supervisory	Activities include performing and supervising field preparation, planting, harvesting, sorting produce, packaging, shipping and receiving, and supervising work crews.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training (e.g. plant production knowledge). On-the-job training.

SUPERVISOR/FIELD FOREMAN/FIELD FRUIT AND VEGETABLE PRODUCTION SUPERVISOR

Category	Description	Experience/Training
4 - Supervisory	Activities include performing, supervising and co-ordinating field preparation, seeding, planting, fertilizing, harvesting, sorting produce, packaging, shipping and receiving, supervising work crews.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training (e.g. plant production knowledge). On-the-job training.

GENERAL MANAGER/OPERATIONS MANAGER

Category	Description	Experience/Training
5 - Management	Activities include overall management of operations including human resource and financial management and strategic planning.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

DEPARTMENT MANAGER/PROCESSING MANAGER/PLANT MANAGER/PRODUCTION MANAGER

Category	Description	Experience/Training
5 - Management	Activities include management (financial and strategic planning) of: one or more sectors in a large multi-commodity farm; processing plant operations, including health and safety; production operation.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

Tree Fruit and Vine

PACKING HOUSE LABOURER/SORTER/PACKER/LINE LABOURER

Category	Description	Experience/Training
1A - Entry Level	Activities include grading, sorting and packaging.	No prior farm experience or specific knowledge/skills required. On-the-job training.

ORCHARD/VINEYARD MAINTENANCE LABOURER

Category	Description	Experience/Training
1A - Entry Level	Activities include leaf removal, hilling, cultivating.	No prior farm experience or specific knowledge/skills required. On-the-job training.

GRAPE HARVEST LABOURER/PICKER

Category	Description	Experience/Training
1A - Entry Level	Activities include picking grapes or picking and sorting tree fruit.	No prior farm experience or specific knowledge/skills required. On-the-job training.

HARVESTER

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include harvesting and handling of fruit.	Some previous farm experience desirable. Some basic knowledge/skills required (e.g. operating machinery). On-the-job training.

ASSISTANT PRUNER

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include basic pruning of fruit trees.	Some previous farm experience desirable. Some basic knowledge/skills required (e.g. clipper and other equipment operation). On-the-job training.

SEASONAL - CASUAL GENERAL FARM WORKER/FARM ASSISTANT

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include planting, harvesting, grading, packing, warehousing, loading. Performs basic maintenance.	Some previous farm experience desirable. Some basic knowledge/skills required (e.g. drivers license). On-the-job training.

TRACTOR OPERATOR

Category	Description	Experience/Training
2B - Experienced	Activities include tillage, laying mulch, seeding, transplanting, spraying. May be responsible for supervising pickers/harvesters.	Extensive farm experience and knowledge/skills required (e.g. mechanical skills, driver's licence required). Previous training desirable. On-the-job training.

MACHINERY/EQUIPMENT OPERATOR

Category	Description	Experience/Training
2B - Experienced	Activities include operating specialized equipment.	Extensive farm experience and knowledge/skills required (e.g. mechanical skills). Previous training in mechanics desirable. On-the-job training.

EXPERIENCED FARM WORKER/FIELD PERSON

Category	Description	Experience/Training
2B - Experienced	Activities include planting, harvesting, operating equipment and machinery, chemical application, pruning and watering.	Extensive farm experience and knowledge/skills required (e.g. knowledge of production, mechanical skills). Previous training desirable. On-the-job training.

VITICULTURE WORKER

Category	Description	Experience/Training
2B - Experienced	Activities include preparing and maintaining soil and vines, picking grapes and bottling wine.	Extensive farm experience and knowledge/skills required (e.g. knowledge of production). Previous training desirable. On-the-job training.

ORCHARD HORTICULTURE WORKER

Category	Description	Experience/Training
2B - Experienced	Activities include planting, harvesting, sorting and general maintenance.	Extensive farm experience and knowledge/skills required (e.g. knowledge of production). Previous training desirable. On-the-job training.

PESTICIDE APPLICATOR

Category	Description	Experience/Training
3 - Specialized	Activities include pesticide application.	Previous experience in specialty desirable. Specialized knowledge/skills required. On-the-job training.

ORCHARD PRUNER

Category	Description	Experience/Training
3 - Specialized	Activities include dormant and summer pruning, thinning fruit and recognizing disease.	Previous experience in specialty desirable. Specialized knowledge/skills required (e.g. knowledge of fruit tree pathology). On-the-job training.

MACHINERY MECHANIC

Category	Description	Experience/Training
3 - Specialized	Activities include mechanical repair and maintenance, welding.	Previous experience in specialty desirable. Specialized knowledge/skills required. Mechanic's license required. On-the-job training.

TRUCK DRIVER

Category	Description	Experience/Training
3 - Specialized	Activities include loading and transporting fruit and other farm produce.	Previous experience in specialty desirable. Specialized knowledge/skills required (e.g. knowledge of transportation regulations, weight restrictions, safe loading and securement). Truck driver's license required (category, name and level varies by province). On-the-job training.

SUPERVISOR/PRODUCTION SUPERVISOR

Category	Description	Experience/Training
4 - Supervisory	Activities include supervising all crop related operations, quality control and work crews.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training (e.g. plant production knowledge). On-the-job training.

GENERAL MANAGER/PRODUCTION MANAGER

Category	Description	Experience/Training
5 - Management	Activities include management of overall operations or of one or more sectors in a large multi-commodity farm.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

PACKING LINE MANAGER

Category	Description	Experience/Training
5 - Management	Activities include overall management of produce packing line operations.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

Greenhouse, Nursery, Floriculture and Sod

GREENHOUSE LABOURER/HARVESTER/PLANTER

Category	Description	Experience/Training
1A - Entry Level	Activities include planting, harvesting, transplanting, watering, pruning, preparing trays/beds, sizing.	No prior farm experience or specific knowledge/skills required. On-the-job training.

GENERAL FARM/FIELD LABOURER

Category	Description	Experience/Training
1A - Entry Level	Activities include planting, harvesting, transplanting, watering, pruning, propagation, shipping/receiving, loading/unloading.	No prior farm experience or specific knowledge/skills required. On-the-job training.

GRADER

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include categorizing and grading product.	Some previous farm experience desirable. Some basic knowledge/skills required. On-the-job training.

PROPAGATOR

Category	Description	Experience/Training
2A - Mid-level, Experienced	Activities include seeding and planting, determining timing of cycle.	Previous farm experience and some basic knowledge/skills required. On-the-job training.

GENERAL MAINTENANCE WORKER

Category	Description	Experience/Training
2A - Mid-level, Experienced	Activities include installing, maintaining and repairing greenhouse equipment, preparing material for greenhouse workers, shipping/receiving, loading/unloading.	Previous farm experience and some basic knowledge/skills required (e.g. mechanical skills). On-the-job training.

EXPERIENCED FARM WORKER/FIELD PERSON

Category	Description	Experience/Training
2B - Experienced	Activities include planting, harvesting, operating equipment and machinery, chemical application.	Extensive farm experience and knowledge/skills required. Previous training desirable. On-the-job training.

MACHINERY/EQUIPMENT OPERATOR

Category	Description	Experience/Training
2B - Experienced	Activities include operating specialized equipment and machinery and some basic repairing of equipment.	Extensive farm experience and knowledge/skills required (e.g. mechanical skills). Previous training in mechanics desirable. On-the-job training.

FIELD SCOUT

Category	Description	Experience/Training
2B - Experienced	Activities include identifying weed, insect, disease and fertilizer problems in greenhouse crops, and implementing appropriate measures.	Extensive farm experience and knowledge/skills required. Previous training desirable. On-the-job training.

GREENHOUSE WORKER/FLORICULTURE WORKER/NURSERY WORKER

Category	Description	Experience/Training
2B - Experienced	Activities include seeding, planting, fertilizing, harvesting, transplanting, watering, pruning, propagation, preparing for sale.	Extensive farm experience and knowledge/skills required. Previous training desirable. On-the-job training.

MACHINERY MECHANIC

Category	Description	Experience/Training
3 - Specialized	Activities include mechanical repair and maintenance, welding.	Previous experience in specialty desirable. Specialized knowledge/skills required. Mechanic's license required. On-the-job training.

TRUCK DRIVER

Category	Description	Experience/Training
3 - Specialized	Activities include loading and transporting fruit, vegetables, shrubs and flowers.	Previous experience in specialty desirable. Specialized knowledge/skills required (e.g. knowledge of transportation regulations, weight restrictions, safe loading and securement). Truck driver's license required (category, name and level varies by province). On-the-job training.

IRRIGATION TECHNICIAN

Category	Description	Experience/Training
3 - Specialized	Activities include designing and troubleshooting irrigation systems.	Previous experience in specialty desirable. Specialized knowledge/skills required (e.g. knowledge of irrigation systems). On-the-job training.

PESTICIDE APPLICATOR

Category	Description	Experience/Training
3 - Specialized	Activities include pesticide application.	Previous experience in specialty desirable. Specialized knowledge/skills required. On-the-job training.

INTEGRATED PEST MANAGEMENT SPECIALIST

Category	Description	Experience/Training
3 - Specialized	Activities include development and application of pest management program.	Previous experience in specialty desirable. Specialized knowledge/skills required (knowledge of pest management systems). On-the-job training.

HORTICULTURE TECHNICIAN

Category	Description	Experience/Training
3 - Specialized	Activities include pruning, spacing, staking, fertilizing, irrigation, weed control, potting and planting, harvesting and grading, inventory control.	Previous experience in specialty desirable. Specialized knowledge/skills required (knowledge of plant production). On-the-job training.

MAINTENANCE WORKER

Category	Description	Experience/Training
3 - Specialized	Activities include maintenance and repair of equipment, machinery and buildings.	Previous experience in specialty desirable. Specialized knowledge/skills required (e.g. welding and mechanical skills). On-the-job training.

SPECIALIZED GREENHOUSE/NURSERY/SOD HORTICULTURE WORKER

Category	Description	Experience/Training
3 - Specialized	Activities include monitoring plant production (seeding, planting, harvesting), growth, maintenance, health and treatment and pest management.	Previous experience in specialty desirable. Specialized knowledge/skills required (knowledge of plant production, pest management). On-the-job training.

LEAD HAND

Category	Description	Experience/Training
4 - Supervisory	Activities include performing and monitoring greenhouse-related activities and supervising work crew.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training (e.g. plant production knowledge). On-the-job training.

GREENHOUSE/NURSERY/SOD SUPERVISOR

Category	Description	Experience/Training
4 - Supervisory	Activities include performing and co-ordinating plant production activities and supervising all greenhouse-related operations, quality control and work crews.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training (e.g. plant production knowledge). On-the-job training.

FIELD/CONTAINER GROWER SUPERVISOR

Category	Description	Experience/Training
4 - Supervisory	Activities include supervising field and/or container production operations and work crews.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training (e.g. plant production knowledge). On-the-job training.

ASSISTANT GROWER/ASSISTANT MANAGER

Category	Description	Experience/Training
5 - Management	Activities include assisting in management of production operations.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

GENERAL MANAGER/OPERATIONS MANAGER

Category	Description	Experience/Training
5 - Management	Activities include management of overall operations or of one or more sectors in a large multi-commodity farm.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

HEAD GROWER/LEAD GROWER/PRODUCTION MANAGER/DIRECTOR OF PRODUCTION/NURSERY MANAGER/GROWER MANAGER

Category	Description	Experience/Training
5 - Management	Activities include overall management and planning of growing and plant production operations and production personnel.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

DEPARTMENT MANAGER/PACKING LINE MANAGER/MAINTENANCE MANAGER/FACILITY MANAGER

Category	Description	Experience/Training
5 - Management	Activities include management (financial and strategic planning) of: one or more sectors in a large multi-commodity farm; product packing line operations; equipment and machinery maintenance and repair; facility maintenance and repair.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

Other

HONEY EXTRACTION LABOURER/INDOOR LABOURER

Category	Description	Experience/Training
1A - Entry Level	Activities include operating extracting equipment and honey packing (drums).	No prior farm experience or specific knowledge/skills required. On-the-job training.

HONEY HARVESTER

Category	Description	Experience/Training
1A - Entry Level	Activities include removing and replacing honey boxes.	No prior farm experience or specific knowledge/skills required. On-the-job training.

PLANTER/HARVESTER/COLLECTOR/PICKER (HERB & SPICE)

Category	Description	Experience/Training
1A - Entry Level	Activities include picking and collecting plant material.	No prior farm experience or specific knowledge/skills required. On-the-job training.

FILLING CREW WORKER (MUSHROOM)

Category	Description	Experience/Training
1A - Entry Level	Activities include casing, operating equipment, filling/emptying rooms.	No prior farm experience or specific knowledge/skills required. On-the-job training.

RUNNER (MUSHROOM)

Category	Description	Experience/Training
1A - Entry Level	Activities include assisting production workers.	No prior farm experience or specific knowledge/skills required. On-the-job training.

MUSHROOM PICKER

Category	Description	Experience/Training
1A - Entry Level	Activities include picking mushrooms.	No prior farm experience or specific knowledge/skills required. On-the-job training.

PACKAGING CREW LABOURER (MUSHROOM)

Category	Description	Experience/Training
1A - Entry Level	Activities include packaging product for market, transporting (tugger), washing, sizing, weighing product, operating machinery.	No prior farm experience or specific knowledge/skills required. On-the-job training.

HARVEST LABOURER (TOBACCO)

Category	Description	Experience/Training
1A - Entry Level	Activities include harvesting tobacco crop.	No prior farm experience or specific knowledge/skills required. On-the-job training.

GENERAL FARM WORKER

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include planting, harvesting. Performs basic maintenance.	Some previous farm experience desirable. Some basic knowledge/skills required. On-the-job training.

APIARY WORKER/OUTDOOR WORKER /GENERAL FARM WORKER (HONEY)

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include handling, feeding and caring for hives, assisting with production, monitoring and reporting health issues and applying appropriate measures, moving hives, collecting and packaging honey products. Basic maintenance duties.	Some previous farm experience desirable. Some basic knowledge/skills required. On-the-job training.

GRADER/PACKER/SHIPPER (HERB & SPICE)

Category	Description	Experience/Training
1B - Entry Level, Semi-experienced	Activities include cutting, chipping, grinding, washing, packaging and shipping.	Some previous farm experience desirable. Some basic knowledge/skills required (e.g. knowledge of herbs desirable). On-the-job training.

FIELD EQUIPMENT OPERATOR

Category	Description	Experience/Training
2A - Mid-level, Experienced	Activities include operating light and heavy field machinery/equipment.	Previous farm experience and some basic knowledge/skills required (e.g. mechanical skills). On-the-job training.

WATERER (MUSHROOM)

Category	Description	Experience/Training
2A - Mid-level, Experienced	Activities include maintaining humidity and nutrient levels.	Previous farm experience and some basic knowledge/skills required. On-the-job training.

WHARF WORKER (MUSHROOM)

Category	Description	Experience/Training
2A - Mid-level, Experienced	Activities include casing and preparing compost.	Previous farm experience and some basic knowledge/skills required. On-the-job training.

FARM WORKER (MAPLE SYRUP)

Category	Description	Experience/Training
2B - Experienced	Activities include assisting in maintenance of sugar bush, tapping of maple trees, sap collection and production of maple syrup and maintenance of equipment and buildings.	Extensive farm experience and knowledge/skills required (e.g. use of chain saw and other equipment use skills). Previous training desirable. On-the-job training.

BREEDING SPECIALIST (BEES)

Category	Description	Experience/Training
2B - Experienced	Activities include implementing specialized breeding programs and insemination.	Extensive farm experience and knowledge/skills required. Previous training desirable. On-the-job training.

TUNNEL CREW WORKER (MUSHROOM)

Category	Description	Experience/Training
2B - Experienced	Activities include pasteurizing compost, spawning, "seeding."	Extensive farm experience and knowledge/skills required. Previous training desirable. On-the-job training.

HORTICULTURE WORKER/ASSISTANT GROWER (MUSHROOM)

Category	Description	Experience/Training
2B - Experienced	Activities include preparing compost, filling/emptying rooms, watering, cleaning, washing/sterilizing rooms.	Extensive farm experience and knowledge/skills required. Previous training desirable. On-the-job training.

HORTICULTURE WORKER (TOBACCO)

Category	Description	Experience/Training
2B - Experienced	Activities include planting, harvesting, operating machinery and equipment, grading.	Extensive farm experience and knowledge/skills required. Previous training desirable. On-the-job training.

APIARIST/APIARY TECHNICIAN

Category	Description	Experience/Training
3 - Specialized	Activities include supervising employees, handling, feeding and caring for hives, assist with production, monitor and report health issues and apply appropriate measures, move hives, collect and package honey products. Basic maintenance duties.	Previous experience in specialty desirable. Specialized knowledge/skills required. On-the-job training.

SPAWNING SPECIALIST (MUSHROOM)

Category	Description	Experience/Training
3 - Specialized	Activities include monitoring spawning operations.	Previous experience in specialty desirable. Specialized knowledge/skills required. On-the-job training.

LEAD HAND/FIELD FOREPERSON (HERB & SPICE, HONEY)

Category	Description	Experience/Training
4 - Supervisory	Activities include supervising a work crew, monitoring production and any related problems.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. On-the-job training.

QUALITY CONTROL SUPERVISOR (HERB & SPICE)

Category	Description	Experience/Training
4 - Supervisory	Activities include supervising production/processing, quality control operations and work crews.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. On-the-job training.

PRODUCTION SUPERVISOR (MAPLE SYRUP)

Category	Description	Experience/Training
4 - Supervisory	Activities include co-ordinating and supervising work crew and production activities: maintenance of sugar bush, tapping of maple trees, sap collection and production of maple syrup, canning, inspection of collection system and maintenance of equipment and buildings.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. On-the-job training.

SUPERVISOR (MUSHROOM)

Category	Description	Experience/Training
4 - Supervisory	Activities include co-ordinating and supervising work crews and production, harvesting and packaging.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. On-the-job training.

SUPERVISOR (TOBACCO)

Category	Description	Experience/Training
4 - Supervisory	Activities include co-ordinating and supervising work crews and production activities: planting, harvesting, operating machinery and equipment, grading.	Extensive farm experience and supervisory knowledge/skills required. May have post-secondary education and/or supervisory training. On-the-job training.

GENERAL MANAGER/FARM MANAGER (HERB & SPICE)

Category	Description	Experience/Training
5 - Management	Activities include overall management of operations including growing spice seeds, cleaning, marketing.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.

MUSHROOM GROWER

Category	Description	Experience/Training
5 - Management	Activities include managing overall production operations and quality control.	Extensive experience and industry-related and management knowledge/skills required. May have post-secondary education and/or management training. On-the-job training.