

Job Title: Glasshouse Manager –Real Flower Company

Location: Greenlines Nursery, Birdham, Chichester PO20 7HS (3–4 days per week) & Alresford Farm, SO24 0LF (1–2 days per week)

Reports to: Operations Director

Salary: £40,000 per annum (this is flexible based on experience) + 10% profit share (based on performance and margin improvement)

Contract: Full-time, on-site, to start **ASAP**

About The Real Flower Company

The Real Flower Company is a luxury flower business dedicated to growing and supplying beautifully scented garden roses, seasonal flowers, and foliage to our online, retail, and wholesale customers. With a focus on craftsmanship, sustainability, and heritage, we pride ourselves on producing flowers of the highest quality.

We are also in the process of securing our **BCorp certification**, reflecting our commitment to exceptional environmental and social standards.

Our growing operations span two sites:

- **Greenlines Nursery, Chichester** – a 1-hectare glasshouse operation.
 - **Alresford Farm, Hampshire** – 5 hectares of outdoor flower production, part of a wider 1,620-hectare mixed farm with arable and sheep enterprises.
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Role Overview

We are seeking a motivated and hands-on **Glasshouse Manager** to oversee and optimise the production and operational performance of our Chichester glasshouse while supporting flower production at our Alresford site.

This role is ideal for a candidate with strong horticultural or agricultural knowledge and a passion for high-quality, sustainable flower production. You will manage a team of skilled pickers and agronomists to ensure optimal yields, manage production planning and sales forecasting, and maintain high operational and environmental standards.

Key Responsibilities

Production Management

- Oversee all aspects of production at Greenlines Nursery to ensure maximum yields and consistent flower quality.

- Work with the agronomists to plan and manage feed and spray programmes.
- Monitor and record yield data per variety, identifying underperforming crops and opportunities for improvement.
- Ensure the greenhouse and associated facilities are maintained to a high standard.
- Manage a team of skilled pickers in ensuring all plants are picked, cleaned and packed correctly ready for distribution
- Manage the picking team to ensure the plants are maintained to the correct standard and are kept healthy and pruned to ensure maximum yield and quality levels

Operations & Sales

- Oversee flower sales and distribution through various sales channels.
- Maintain relationships with key buyers, providing accurate forecasts and stock data
- Manage the delivery van and ensure all deliveries are completed efficiently.
- Support the production team at Alresford 1–2 days per week, working closely with the main farm manager at TRFC and sales team to align production with market demand.

Environmental & Compliance

- Uphold the company's environmental and social commitments, ensuring practices align with our BCorp mission.
- Manage spray programmes and ensure compliance with health, safety, and environmental standards.

Administration & Reporting

- Work with senior management to plan budgets and track performance.
- Utilise Microsoft tools for forecasting, stock tracking, yield mapping, and budgeting.

Skills & Experience Required

- Degree in Agriculture, Horticulture, or a related discipline **or** substantial practical experience in farming (flower farming experience desirable).

- Strong understanding of **hydroponic flower production** and greenhouse operations.
 - Confident with data recording, yield analysis, and use of Microsoft Excel and other software tools.
 - Excellent organisational, planning, and communication skills.
 - A proactive, collaborative, and hands-on approach.
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Qualifications & Practical Requirements

- Full UK Driving Licence.
 - PA6 Spray Certificate (or willingness to obtain).
 - Strong technical understanding of sustainable farming or horticultural systems.
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What We Offer

- Competitive salary of £40,000 per annum (this is flexible based on experience) + 10% profit share (based on performance and margin improvement)
 - Training and mentorship from our experienced Alresford Farm Manager (25+ years' experience).
 - 23 days annual holiday.
 - Pension scheme.
 - Staff discount from The Real Flower Company Shop.
 - The opportunity to play a key role in a luxury, sustainability-driven flower brand.
 - A supportive, young, and social team culture with regular events throughout the year.
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How to Apply

Please send your CV and a short covering letter outlining your relevant experience and interest in the role to **info@realflowers.co.uk**