



# Stock Seed Technician

## JOB POSTING

**Location:** Oceano, CA  
**Reports to:** Regional Production Manager  
**Salary Range:** Exempt Employee (*based on experience and education*)

## Employee Benefits

- Profit Sharing – Annually
- 401k - Eligibility after 3 months. 100% matching up to 6% of salary
- Health Insurance - Eligibility after 1 month, 100% paid for employee and 50% for dependents/spouse/domestic partner (Medical/Vision/Dental/Life & LTD)

At Bejo Seeds, Inc., we are dedicated to fostering diversity and inclusion in our workplace. As an equal opportunity employer, we welcome veterans and individuals with disabilities to join our team. Our primary focus revolves around delivering high-quality, market-specific vegetable seeds. As a vital part of the global Bejo team, we are actively involved in various aspects of our industry, including breeding, seed production, marketing, sales, trials, product development, and customer support.

## A Brief Overview

The Stockseed and Sustainability Technician plays a key role in ensuring the successful production and maintenance of high-quality stockseed crops. This includes supporting purity, traceability, and seed quality through careful open field and tunnel practices (conventional and organic). This role is responsible for stock seed production from nursery to shipping. The position also supports research and sustainability farming, contributing to data collection, execution of field treatments, and applied agronomic research. The ideal candidate is detail-oriented, proactive, maintains a high level of confidentiality, and experienced in crop production, recordkeeping, and field-level collaboration. The demand for this position necessitates dedicating 60+ hours weekly during peak seasons.

## Essential Activities

- Monitor and support seed production activities including nursery supervision, planting, rogueing, pollination, sanitation, harvesting, sampling, cleaning, and shipping.
  - Assist in scheduling, irrigating, and monitoring field activities.
  - Support pesticide compliance and safety protocols per California DPR and internal standards. Operates within seed certification and phytosanitary requirements.
  - Maintain confidentiality of company IP and growing practices.
  - Participates in training and/or supervising contract workers during field operations.
- Set up and maintain sustainability and agronomy trials and farming in coordination with Production & Production Research teams. Including collecting and documenting data timely and with precision. Assist in evaluating treatments, managing trial and farming logistics, and report findings
- Maintain detailed records including computerized records of detailed field operations. Create reports and emails including PPT presentations.
- Work closely with Production managers, Production Research Manager, growers, field crews, and seasonal staff.
- Operate agricultural equipment, including tractors with implements, forklifts, and trailers as needed.

## Qualifications

- Required – bachelor's degree in Agronomy, Sustainability practices, Plant Science or “Like” fields of education.
- Required 2 + years – experience in crop production and seed production.
- Preferred 2 + years– experience with data collection, documentation, and Excel or data entry tools.
- Preferred 2 + years- experience in agriculture research.
- Preferred 1 + year – experience in operating a tractor and other heavy equipment/machinery.
- Required – Valid driver's license and record in good standing, commercial driver's license is a plus

## Knowledge, Skills & Abilities

- Self-motivated, curious, and proactive in identifying and solving problems.
- Highly organized and detail-oriented in both field and documentation tasks.
- Able to lead or support field crews, maintain professionalism, and work as part of a team.
- Proficient in operating agricultural machinery and equipment, including tractors with implements, forklifts, and seed cleaning equipment.
- Strong communication skills and ability to follow direction while contributing ideas.
- Competence in entering, updating, and retrieving data from, spreadsheets, field data apps, and/or ERP systems with a high level of accuracy. Experience with Microsoft Office 365.
- Comfortable working flexible schedules including weekends or off-hours during critical periods.
- Bilingual – Spanish

Our people are passionate about what they do, the products they sell, and the customers they serve. If you're looking for an opportunity to be a part of a work family and culture that values collaboration, innovation, and dedication, we're the right company for you.