

NATHANIEL LEE OSWALD

OBJECTIVE

Lead an evolving team and provide opportunity to make a strong contribution by developing and strengthening our business.

SUMMARY

- More than 25 years of experience in row crop nursery management.
- People leader role for over 20 years.
- Desire to move into a new and challenging role; maximize efficiencies while maintaining excellence.

EDUCATION

Kirkwood Community College, Liberal Arts
Iowa State University, Journalism and Mass Communication
Kirkwood Community College, Computer programming
Approached by Holdens’ Foundation Seeds and offered full time position

Career highlights:

- Launch private seed business, Oswald Nursery Management LLC
- 800 percent growth over four years of operation
- Management of outlying plots throughout Midwest
- Assistant Trait Introgression Manager for J.C. Robinson Seeds – launch local site
- SRR experience for transgenics
- Research Associate, MSP
- Hawaii Farm Bureau-President MKK chapter
- Hawaii Safety Improvement team member
- Station manager for two different companies
- PLLS training
- Led husking back program
- Community volunteering
- Hawaii Pesticide Applicator Licensed

EXPERIENCE

Owner: Oswald Nursery Management, LLC, 2017- Present

Kaunakakai, Molokai

- Contractor for Friendly Isle Growing Service, LLC
- Manage operation and customer base, over 15 different clients.
- Focus on delivery; Seed to seed hand off / multi-season seed production.
- Multiple Crop and crop expectation; Conventional farm management ranging from private business to college institutions.
- SRR for multiple USDA regulated permits.
- IPM management and records.
- WPS management and records.
- Recruiting and training.

- Billing and invoicing.
- Community involvement and outreach; including sitting on county level meetings.

Prefoundation Corn Monsanto, 2006 – 2017

Kaunakakai, Molokai

- Production Manager, team leader, 12 direct reports
- Developed and handed off Hawaiian Research program.
- Focus on delivery; pollination to hand offs.
- Multiple ESH module mentorship and Safety Committee member

MSP, Monsanto, 2003-2006

Kaunakakai, Molokai

- Research Associate
- Responsible daily operations and nursery management
- Inventory manager
- Led all field crews – directly supervised.
- BASE meeting participant.

Illinois Foundation Seeds Inc., 2002-2003

Kaunakakai, Molokai

- Station Manager
- Content expert on managing delivery of Trait integration
- Internal SRR
- Multiple season nursery, also managed winter crop

J.C. Robinson Seed, 1999-2002

Kaunakakai, Molokai

- Station Manager, Assistant Trait Integration Manager
- Started station from scratch
- Cross managed Golden Harvest brand development
- Built on-site recurrent parent ear library
- Focused on phenotypic selection in tandem with molecular markers.

Holden's Foundation Seeds, 1997-1999

Kaunakakai, Molokai

- Research Technician
- Operational content expert
- EMMA database area contact
- Assistant outlying plots coordinator
- Direct supervision of field crew

ACTIVITIES

- Team lead for Annual Keiki Fishing Tournament, 2011- present
- Chair, Molokai Middle School Community Council
- Member, PTSA
- Hawaii Farm Bureau member - President
- Musician – active professional
- Property Management contractor

List of specific job experience and duties:

- Trained in operation of heavy farm equipment
- Forklift certified
- Box dryer management, high temp controller operation
- Irrigation installation and removal management, drip line and sub main
- PC literate; Microsoft Office suite
- Site Responsible Researcher experience; QMA compliance reporting.
- People leader twelve direct reports.
- Hawaii Safety Implementation team member
- Developed management system for Hawaiian Research Program, and successfully handed it off.
- Quality Management experience; able to navigate through GIMS
- Continual improvements made at site; pollination technique, planting standards, team workflow whiteboards, single ear seed treater, harvest moisture checks.
- Evolution and continuation of safety culture within the business, as well as outside our business.
- Able to comply and complete USDA permitted trials, EUP trials, and Stewardship trials.
- PLLS training
- Safety Olympics team leader
- Trained in Apollo
- Trained in PF Database
- Trained in SAP
- Trained in Spotfire
- Trained in Teamsite
- Trained in ESH module mentoring
- Trained in Velocity Shipping tools
- Trained in Plotwalker
- Trained in Bartender
- Trained in Farmworks
- Able to navigate internal Monsanto networks, along with social networks
- Able to monitor genetic and environmental issues and trouble shoot.
- Work with Engineering team on providing site upgrades and technology improvements
- Receive seed, inventory, and store.
- Land prep standards
- Edit seed received.
- Map seed (Possible row lengths: 7, 10, 15, 18, 20, 30 ft.).
- Make planting stakes.
- Pull delays and store.
- Set up seed to plant; using NSP technologies
- Prepare and count border packets.
- Machine or hand plant.
- Fix errors/ report.
- Report planting to customer, send map, edit field book.
- Stake fields. (End stakes, special need stakes, and individual plant stakes for sampling).
- Check stakes.
- Monitor emergence.
- Hand plant delays (multiple types, including cut delays. EM,1L,2L,3L,etc. 1/2Cuts, etc.). Report and enter data.
- Cut/clean alleys if needed.
- Thin back if requested.
- Stand counts. Report and enter data.
- Hand spray herbicide resistant integration rows.
- Kill count for segregation data, possible homozygous positive or negative, or heterozygous. Report and enter data.
- Gene check trait integration rows. Prepare buffer, spread sheet, and SOP particular to trait/customer. Report and enter data.
- Create tissue sample well maps, plant tags.
- Tissue sample pre-pollen. Report and enter data.
- Walk nursery for errors or sprayer knock down. Report and enter data.
- Create row tags.
- Hang row tags.

- Rouge.
- Monitor for weed, insect control, and watering issues.
- Monitor for shoot bagging.
- Monitor and detassel ICB's.
- Create crew pollinating instructions.
- Monitor for pollinating.
- Walk nursery for nick problems or pollinating issues.
- Make discards if needed.
- Phenotype notes and selections. Report and enter data.
- Grow out notes and scores. Report and enter data.
- Report pollination data.
- Record number of pollinations (if requested).
- Post pollination leaf sample.
- Monitor dry down, check milk lines and moisture content.
- Stalk collection for sampling (if requested)
- Glean excess ears
- Create harvest logs, labels, and shipping labels.
- Harvest (wrap ears individually if requested or possible different harvest dates for particular field sections. Report and enter data.
- Monitor seed on dryer.
- Remove seed and ship or fumigate. International shipment protocols. Report and enter data.
- Shell turn nursery. (Some cases require shelling packets; shelling labels, shelling file, and edit fabrication.).
- Edit for re-plant. Report and enter data.
- Ship REM seed or inventory REM seed for on-site storage.
- Remove trash from harvested fields.
- Safety BBS report team leader for assigned personnel.
 - Supply inventory, including ours and customers.
 - Morning crew turnout, including creating daily safety talk.
 - Supply magnet system and supplies for daily crew organization.
 - Daily emails or phone calls with customers.
 - Meet with customers when on site. Orientation, answer questions, supplies, and possible lunch/dinner.
 - Farm Bureau member.
 - For many customers, constant communication must be done to keep customer up to date, and to receive key instructions or advice on how to handle their products and/or nursery work. I.E.: No pollination instructions sent with seed, we many times must contact customer to send.
 - Plant and harvest sweet corn for 4-H.
 - Operate the tractor and set up planter for planting.
 - Forklift operation for dry down, shipping, and movement.
 - Use of Bartender software for labels and row tags.
 - Communication with HRL services to keep field books and billing accurate and up to date.
 - Daily communication with crews on how to perform each field, since every one of them is different from the next. I.E.; pollination techniques, sampling procedures, special requests, etc. This is a large portion of managing these nursery rows.

References available upon request. Thank you for your consideration.