



Trial Specialist

Location: California (state-wide and international travel required), 100% full-time

Position Summary

California Berry Cultivars (CBC) is seeking a motivated and experienced bilingual **Trial Specialist** to join our strawberry breeding and research team. This position plays a critical role in coordinating and managing CBC's external variety trial network across major strawberry production regions in California and beyond, with an international focus on Spanish-speaking markets. The Trial Specialist will oversee the planning, setup, and evaluation of field trials to assess experimental and commercial varieties under real-world production conditions. This role requires hands-on field work, scientific rigor, and strong collaboration with growers, researchers, and the breeding team. The position offers excellent opportunities for professional growth within CBC's expanding breeding and research programs.

Applicants

Please send your resume and cover letter to: admin@cbcberry.com

The position is open for immediate fulfillment to the right candidate, and we will continue to collect applications until the position is filled.

Key Responsibilities

- Coordinate and manage CBC's external trial network in key U.S. and international strawberry growing regions.
- Plan trial designs, planting schedules, and data collection protocols in collaboration with breeding staff.
- Oversee planting, maintenance, and harvest evaluations in partnership with cooperating growers.
- Regular field visits to monitor plant performance, collect data, and ensure trial consistency and accuracy.
- Supervise and coordinate interns and technical assistants involved in trial management and data collection.
- Compile, analyze, and summarize trial results for internal review and breeding decision-making.
- Assist in developing and refining field trial methodologies, scoring systems, and research protocols.
- Maintain detailed records and documentation of all trial activities and observations.
- Collaborate with external partners, universities, and research organizations on special trialing projects.
- Communicate trial progress and findings to breeding team and management.

Qualifications & Skills

- Master's degree in Plant Science, Agronomy, Horticulture, Plant Breeding, or related agricultural discipline (exceptional candidates with Bachelor's degree and relevant experience may be considered).
- Four or more years of hands-on experience with agricultural research trials, preferably in berries or other specialty crops, with strong understanding of experimental design, statistics, and field research protocols.
- Prior experience with strawberry cultivation, evaluation, or breeding programs preferred.
- Experience supervising interns, seasonal staff, or coordinating with external collaborators preferred.
- Excellent organizational, observational, and analytical skills with strong attention to detail and effective written and verbal communication abilities.
- Ability to work independently and manage multiple trial sites simultaneously.
- Proficiency with data collection tools, spreadsheets, and agricultural software.



- Spanish language proficiency required.
- Valid driver's license, clean driving record, and professional references required.

Physical Requirements

- Ability to work outdoors in field settings for extended periods during planting and harvest seasons.
- Tolerance for working in variable weather conditions including heat, cold, wind, and rain.
- Ability to stand, walk, bend, and kneel repeatedly while conducting field evaluations.
- Manual dexterity for handling plants, collecting samples, and recording field data.
- Ability to lift 50 lbs. occasionally (equipment, plant materials, harvest samples, etc.).
- Visual acuity for assessing plant characteristics, fruit quality, and disease symptoms.

Work Environment

- Field and greenhouse settings across multiple growing regions.
- Frequent travel required during planting seasons (fall/winter) and harvest seasons (spring/summer).
- Overnight travel required for distant trial locations.
- Office work for data compilation, analysis, and reporting.
- Interaction with growers, farm managers, and research cooperators at trial sites.
- Peak work periods align with strawberry production cycles and may require flexible scheduling.

Compensation

- Competitive salary commensurate with experience and qualifications.
- Medical, dental, and vision coverage.
- Basic Life and AD&D insurance.
- 401k company match.
- 2 weeks of paid time off, paid-sick leave, & paid holidays, increases with tenure.
- We also provide numerous opportunities to build your skills.

Employment Type

- Full-time, exempt position.
- Employment is at-will in accordance with California state law.

Equal Opportunity Employment

California Berry Cultivars, LLC is an Equal Opportunity Employer. All employment decisions are made without regard to race, color, religion, sex, gender identity or expression, sexual orientation, national origin, age, disability, veteran status, or any other protected characteristic under applicable federal, state, or local law.