



Horticulturist

Columbus Botanical Garden (CBG) celebrates the beauty, inspiration, and wonder of the natural world, educating current and future stewards of its care. The ideal candidate will work as a team member, performing a variety of skilled and semi-skilled landscape tasks to implement the maintenance and planting of natural areas, grounds and garden beds according to plans. This position is non-exempt and will include both weekday and weekend hours. Hours TBD upon hiring. Must work outdoors in all weather conditions and routinely lift up to 40 pounds. Reports directly to the Horticulture Manager.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Adheres and promotes the mission, vision and values of CBG.
- Works collaboratively as a department to ensure optimal performance and productivity. Manages and maintains existing gardens and grounds - to include laying mulch, planting, turning over garden beds, weeding, deadheading, tilling, harvesting vegetables, transplanting or dividing perennials, watering, fertilizing, hauling brush, mowing, raking, applying soil amendments, and maintaining a variety of woody and herbaceous plants.
- Helps create a visually pleasing and safe garden year round.
- Reports planting activity to the Horticulture Manager to ensure updated and correct plant records.
- Responsible for correctly training on and use of garden equipment. Maintains all garden equipment in exceptional condition to optimize performance/longevity. Reports immediately any broken/unusable equipment.
- Practices and maintains environmentally friendly and sustainable garden practices in all areas. Research best practices when it is unknown, to include evaluating other gardens and organizations.
- Works together as a team to implement design and install new garden features, in accordance with the Master Plan and Accession policy.
- Conduct tours, present lectures or write on horticulture topics for outreach use when asked. Looks for opportunities to increase knowledge in horticulture. Networks and maintains connections with other horticulture professionals in the public garden sphere. Attends training sessions, both in person and virtually, to keep current in areas pertaining to the position, as time and funding is available.
- Maneuver in narrow or confined spaces. Must work outdoors in all weather conditions and routinely lift up to 40 pounds. Must be able to bend, squat, lift, push, and pull and move in a variety of positions. Able to walk over varied terrains.
- While main duties include horticulture activities, it is expected that team members work collaboratively to ensure all garden events are adequately supported. This would include setup and tear down of both public and private events, some facility maintenance, and installation of major exhibits.
- Follow and adhere to established policies and procedures, including but not limited to Employee Handbook, Horticulture Handbook, Garden Safety Guidelines, and Department Policies.
- Interact with the public to give exceptional visitor experience.
- Attend staff meetings and other staff initiatives.
- During Garden special events such as Gala, Heritage days, SHINE, etc. additional hours will be required and will include evenings.
- Other duties as assigned.

QUALIFICATIONS AND SKILLS REQUIRED:

- Minimum 2 year Horticulture or other related degree, or proven equivalent experience.
- Public Garden experience preferred, desired and given preference to.
- Must have excellent written and verbal communication skills, excellent interpersonal abilities, demonstrated time management skills, and the ability to deal effectively with the public, to include other staff & volunteers.
- Computer literacy, to include MS Office applications.
- Knowledge of GA cultivated and native plants and their cultivation requirements, or a willingness to learn quickly.
- Must be able to pass a drug test and undergo a background report.

PHYSICAL REQUIREMENTS: Must be able to perform with or without reasonable accommodation:

- Perform strenuous, hands-on work year-round in all types of weather conditions (Working outdoors or indoors where the ambient temperature spans 25-100 degrees Fahrenheit).
- Transport oneself by foot over a variety of terrain that may be wet, slippery, uneven and/or rocky.
- Operate a variety of small machinery and power equipment including utility vehicle, pruners, sheers, weed eaters, sprayers, blowers and push and riding mowers.
- Stand, bend, kneel, climb, reach, pull, push, sit, grab, lift and carry (up to 40 lbs.)
- Ability to maneuver in narrow or confined spaces.

KEY EMPLOYEE COMPETENCIES/BEHAVIORS DESIRED:

- Exemplifies the Garden's Core Values
- Communicates in a manner that gains the trust and support of others at all levels.
- Works effectively with others despite differences of opinion and style; builds alliances.
- Has a tolerance for opposing points of view, cultures, and lifestyles.
- Is a team player - Strives for collaboration. Works cooperatively, as a positive contributor to the team. Is welcoming of new hires.
- Demonstrates a positive attitude and shows kindness in all workplace and garden guest interactions.
- Makes decisions and uses sound judgment appropriate for level of responsibility.
- Can effectively adapt to change & shift gears comfortably; is flexible & embraces change with a "can-do" attitude.
- Is self-aware; knows personal strengths and weaknesses; seeks feedback and is open to constructive feedback as an opportunity for improvement.
- Can handle stress - Is calm under pressure or crisis; can be counted on to hold things together during tough times; is not knocked off balance by the unexpected.
- Recognizes problems and constructively identifies & articulates solutions.
- Cares about the garden's overall well being. Picks up garbage regardless of position.
- Follows safety guidelines to ensure a safe working environment & consistently demonstrates safe work behaviors.

HOW TO APPLY:

To Apply: Please submit a cover letter or statement of interest, résumé, and three references. Submit by email to Jobscbg@gmail.com. No phone calls please.

We will begin to review complete applications that provide all three items requested immediately, and continue until the positions are filled.

Columbus Botanical Gardens is committed to providing an inclusive and welcoming environment for all members of our staff, volunteers, subcontractors, vendors, and clients. We are an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression. We are 501(c)3 organization #58-2497596.