

## Outdoor Display Gardener – Formal Gardens

New England Botanic Garden at Tower Hill • PO Box 598, Boylston MA 01505 • 508-869-6111

<b>Direct Supervisor:</b>	Formal Gardens Manager		
<b>Direct Manager:</b>	Formal Gardens Manager		
<b>Department/Group:</b>	Horticulture	<b>Job Category:</b>	<ul style="list-style-type: none"> <li>• Non-Exempt</li> <li>• Full-time</li> <li>• Permanent</li> </ul>
<b>Location:</b>	11 French Drive Boylston, MA 01505	<b>Travel Required:</b>	Occasional
<b>Salary or Rate Range:</b>	\$18.68-\$20.38/ hour	<b>Apply at:</b>	<a href="https://nebg.isolvedhire.com/jobs/">https://nebg.isolvedhire.com/jobs/</a>
<b>Date posted:</b>	6/03/2024	<b>Posting Expires:</b>	When filled

**New England Botanic Garden at Tower Hill** believes diversity in nature promotes a healthy, vigorous garden. We believe that diversity among our staff promotes a healthy work environment and vigorous organization. We recruit, employ, train, compensate and promote regardless of race, religion, color, national origin, sex, disability, age, veteran status, and other protected status as required by applicable law. We believe in diversity of race, gender identity, sexual orientation, religion, ethnicity, national origin, ability, and all the other traits that make us unique. New England Botanic Garden at Tower Hill is an equal opportunity employer.

NEBG at Tower Hill does not require its staff to be vaccinated for Covid-19, but we urge everyone to receive an updated dose as they become available to protect themselves and each other.

The **Outdoor Display Gardener** is expected to carry out the responsibilities of the job in ways that support New England Botanic Garden at Tower Hill’s mission and its commitment to creating a diverse and welcoming organization.

- Being welcoming to all staff and the public.
- Be respectful of staff differences and preferences.
- Use gender neutral communication styles.
- Respect everyone’s pronouns.

**Responsibilities:**

- Working within the formal garden team under the direction of the Formal Gardens Manager, to maintain assigned garden areas to high standards established by the Director of Horticulture with an emphasis on sustainability and aesthetics.
- This position works primarily outside maintaining the Entry Garden spaces.
- Performing horticultural tasks including but not limited to weeding, planting, mulching, pruning, deadheading, fertilizing, watering, pest and disease scouting and control and daily general garden maintenance tasks, such as blowing off paths and sweeping.
- After training, safely operates and maintains power tools, vehicles, and other landscape equipment.
- Works with individual volunteers or groups of volunteers to carry out regular garden maintenance.
- Supports the aesthetic vision and inspiration for horticultural displays in assigned garden areas. Assisting in the laying out and planting of seasonal plantings.
- Supports the Horticulture Department with exhibitions and special events as directed.

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- Supporting snow removal operations; with training, safely operates snow throwers, salt spreaders, and other snow removal tools and equipment as directed.
- Comfortable working independently, and able to use appropriate judgement when working alone.
- Performing other duties as assigned by supervisor.

### **Schedule:**

- The **Outdoor Display Gardener** position is non-exempt. The standard work schedule for this position is five days per week, **Monday through Friday, from 7:00 am – 3:30 pm with an unpaid 30-minute lunch.**
- The schedule may be flexible to accommodate the organization's needs. Occasional shifts in schedule will occur for the following events:
  - Evening hours around the Night Lights event in November, December and beginning of January. Three nights minimum are expected for this event.
  - As part of the essential staff, there is the expectation of snow removal assistance as part of a larger team effort. The Outdoor Display Gardener will be expected to report to assist with snow removal efforts on a rotational scheduled weekend coverage roster.

### **Education and Experience:**

- A degree in horticulture, plant science, or closely related field or equivalent relevant experience is preferred.
- Must have or be able to obtain a Massachusetts pesticide applicator (core) license within a year of being hired.
- Must be able to effectively use standard office technology including telephones, computers, printers, copiers, and Microsoft Office software including Outlook, Word, and Teams.
- Must be able to safely work with appropriate hand and power tools. (Handheld blowers. string trimmers, snowblowers, utility carts).
- Satisfactory completion of a criminal background check.
- Valid driver's license.

### **Physical Demands / Working Conditions:**

- Must be able to lift 50 pounds repeatedly and work outdoors in all seasonal extremes (Rain, snow, heat, cold).
- Effective communication skills and willingness to interact with the public.
- Must be able to bend, squat, kneel, stand, and walk for extended periods of time and to navigate uneven grounds and stairs evenly.
- Poison ivy, ticks, mosquitoes, bees, and other stinging insects will be encountered on the property. Training and personal protective equipment will be provided.
- Must be able to comfortably and safely at heights on ladders with training.

*Note: Duties described above, other duties and physical demands have been identified as essential functions as required by the Americans with Disabilities Act.*