

Outdoor Gardener – Naturalistic Gardens

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

Direct Manager:	Outdoor Horticulturist – Naturalistic Gardens		
Department/Group:	Horticulture	Job Category:	<ul style="list-style-type: none">• Non-Exempt• Full-time• Permanent
Location:	Boylston, MA	Travel Required:	Occasional
Salary or Rate Range:	\$19.61	Apply at:	https://nebg.isolvedhire.com/jobs/
Date posted:		Posting Expires:	

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 Gardener is expected to carry out the responsibilities of the job in ways that support NEBG at TH's mission and to 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
- Attend IDEA workshops and training sessions
- Make efforts to support a diverse work force
- Develop and support a culture within the department that recognizes and supports NEBG at TH's IDEA initiatives (Inclusivity, Diversity, Equity and Accessibility)

Responsibilities

- Maintaining assigned garden areas to high standards with an emphasis on sustainability and aesthetics under direction of the Outdoor Horticulturist and Director of Horticulture
- Supports the Living Collections Policy and associated operating procedures, and supports the management of the plant records database
- Supports the aesthetic vision and inspiration for horticultural displays in assigned garden areas
- Supporting the Night Lights event through design, installation and staffing a select number of evenings as part of a team effort.
- Supporting cross-department initiatives, events and exhibitions as directed.
- Supports horticultural maintenance and installation of select outdoor gardens, including installing seasonal displays, weeding, watering deadheading, and pest and disease scouting and control

Outdoor Gardener – Naturalistic Gardens

- Daily situational awareness of designated spaces
- After training, safely operating and maintaining power tools, vehicles, and other landscape equipment
- Working with individual volunteers or groups of volunteers to carry out regular garden maintenance
- Supporting snow removal operations; with training, safely operating snow throwers, salt spreaders, and other snow removal tools and equipment, expected to work during storm hours including weekends and holidays
- Performing horticultural tasks include pruning, fertilizing, watering, pest and disease scouting and control, repotting, and acclimatizing plants
- Supporting irrigation and hardscape maintenance and repairs
- Performing other duties as assigned by supervisor
- Adheres to high standards of horticultural display, as determined by the Director of Horticulture and Outdoor Horticulturist, with a special emphasis on environmental sustainability and aesthetics

Schedule

The Outdoor Gardener position is non-exempt. The standard work schedule for this position is Monday-Friday; however, the schedule may be flexible to suit the needs of the organization and may at times involve weekends, evening hours, and holidays. Work is performed both indoors and outdoors, and the Outdoor Gardener will be asked to assist with event management in both indoor and outdoor roles.

Education and Experience

- Valid driver's license, excellent driving record, and ability to drive a pickup truck.
- Satisfactory completion of a criminal background check.
- Knowledge of or interest in horticulture, New England native plants, landscape design, urban ecology, forestry, or urban planning - preferred.
- Effective communication skills and willingness to interact with the public.

Physical Demands / Working Conditions:

- Must be able to lift 50 pounds repeatedly and work outdoors in all seasonal extremes.
- Must be able to bend, squat, kneel, stand, and walk for extended periods of time and to navigate uneven grounds and stairs evenly.
- With proper training and appropriate personal protective equipment, must be willing to work around poison ivy and other human health hazards, such as ticks, mosquitoes, bees, and other stinging insects
- Must be able to work with appropriate computer and communications equipment.
- Must be able to work with appropriate hand and power tools.
- Must have or be able to obtain within six months of the start of employment a Massachusetts pesticide applicator (core) license
- Must have or be able to obtain within one year of the start of employment a Massachusetts hoisting engineer license, HE-2A/1C

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

Safety

- Works with an awareness of surroundings and vigilant to any possible threat to the safety of staff and the public, or to NEBG at TH property. Ensure all concerns are reported promptly.
- Reports all accidents and injuries immediately to an immediate supervisor and/or Chief Financial & Operations Officer, or a designee.
- Complies with provisions of the current Employee Handbook, all published personnel policies, and the

Outdoor Gardener – Naturalistic Gardens

requirements of the job description.

In addition to being an Equal Opportunity Employer, NEBG at TH fosters an inclusive workplace that values each member of our team. We aspire to reflect and serve our visitors as well as the communities of Worcester County, Massachusetts, and New England.