

## **Horticulturist II – Naturalistic Gardens**

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

<b>Direct Manager:</b>	Director of Horticulture		
<b>Department/Group:</b>	Horticulture	<b>Job Category:</b>	<ul style="list-style-type: none"> <li>• Non-Exempt</li> <li>• Full-time</li> <li>• Benefits Eligible</li> </ul>
<b>Location:</b>	11 French Drive Boylston, MA 01505	<b>Travel Required:</b>	Occasional
<b>Rate:</b>	\$24.00-\$26.00 hourly	<b>Apply:</b>	<a href="https://bit.ly/nebg-jobs">https://bit.ly/nebg-jobs</a>

### **Position Overview**

The Horticulturist II is an outdoor hands-on supervisory position tasked with the care and maintenance of New England Botanic Garden’s naturalistic garden spaces. These spaces include cultivated outdoor gardens that mimic natural ecosystems with varying degrees of formality and gardens that demonstrate sustainable horticulture principles. This position works collaboratively across departments to execute exhibitions and programs in the naturalistic gardens while maintaining excellent horticultural standards and ensuring safe and enjoyable experiences for visitors.

### **Responsibilities**

- Work within the Naturalistic Gardens team, under the direction of the Director of Horticulture, to maintain assigned garden areas to meet departmental horticultural standards, with an emphasis on sustainability and aesthetics.
- This position leads the maintenance of the following spaces: Shade Garden, Wildlife Refuge Pond, Inner Park, The Ramble, Pliny’s Allee, and the Climate Garden.
- Supervise two full-time year-round Gardeners, temporary gardeners, seasonal interns, and volunteers.
- Participate in hiring and performance reviews for direct reports.
- Design and install seasonal plantings and light displays in assigned garden areas directed by the Director of Horticulture.
- Oversee and perform horticultural tasks including but not limited to weeding, planting, mulching, pruning, deadheading, fertilizing, watering, pest and disease scouting and control and routine garden upkeep such as clearing debris from paths.
- Operate and maintain power tools, vehicles, and other landscape equipment.
- Leads volunteer groups to carry out regular garden maintenance.
- Supports the Plant Recorder by providing detailed information on plant additions, removals, and relocations.
- Supports exhibitions and special events as directed including year-long commitments to winter lights event.
- Supporting snow removal operations; with training, safely operates snow blowers, salt spreaders, and other snow removal tools and equipment as directed. Weekend and holiday work is required on a rotational on-call basis.
- Comfortable working independently, and able to use appropriate judgement when working alone and when leading others.
- Be welcoming to all staff and the public
- Be respectful of staff differences and preferences

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- Use gender neutral communication styles
- Respect everyone’s pronouns
- Attend IDEA workshops and training sessions
- Work with an awareness of surroundings in accordance with NEBG safety policies.
- Complies with provisions of the current Employee Handbook, all published personnel policies, and the requirements of the job description.
- Perform other duties as assigned.

### **Schedule**

- The **Horticulturist II** 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 Horticulturist II will be expected to report to assist with snow removal efforts on a rotational scheduled weekend coverage roster.

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

- Must be able to lift 50 pounds repeatedly and work outdoors in all seasonal extremes (Rain, snow, heat, cold).
- Must have 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 work at heights on ladders with training.
- Must be able to effectively use standard office technology and software.

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

### **Qualifications**

- A degree in horticulture, plant science, or closely related field or equivalent relevant experience is preferred.
- Experience and comfort with supervising staff and volunteers is required.
- Must have or be able to obtain a Massachusetts pesticide applicator (core) license.
- Must have or be able to obtain a Massachusetts hoisting license (class 1C/ 2A).
- Must be able to effectively use standard office technology including telephones, radios, computers, printers, copiers, and Microsoft Office software including Outlook, Word, and Teams.
- Must be able to safely work with appropriate hand and power tools (leaf blowers, string trimmers, snowblowers, utility carts, etc.).
- Satisfactory completion of a criminal background check is required.
- Valid driver’s license and ability to drive a pickup truck is required.