

Conservatory Horticulturist

Lewis Ginter Botanical Garden



Direct Supervisor:	Horticulture Manager		
Department:	Horticulture	Job Category:	Category 1
Location:	Richmond, VA	Travel Required:	No
Level/Salary Range:	Commensurate w/ Experience	Exempt/Non-exempt:	Non-Exempt
Contact:	John Morse (johnm@lewisginter.org)	Position Type:	Full Time (37.5 hours / week)
Date Posted:	March 29, 2018	Posting Expires:	Open Until Filled

Garden Overview

Lewis Ginter Botanical Garden was founded in 1984 as a community-oriented, non-profit garden. After 33 years, the Garden now encompasses 82 acres, four lakes, 5,500 unique taxa of plants within 15 distinct outdoor gardens, 11 major buildings, including a conservatory and greenhouse, plus an 80-acre branch site, the Lewis Ginter Nature Reserve. In 2017 we welcomed, taught, energized, and engaged over 400,000 guests with stunning botanical displays, inspiring exhibitions, entertaining activities, and over 800 formal and informal education offerings. We embarked on new and promising community engagement initiatives through the Beautiful RVA movement. We updated our strategic plan and continued priority project planning within the scope of our 2016 master site plan. Our 100 full- and part-time staff joined with 650 volunteers and 13,000 member households to live into the Garden's mission to connect people through plants to improve communities.

We do this through a broad variety of mission-related activities and enterprise business services. We try to pattern ourselves on extraordinary programs and institutions nationwide, and where there are no examples, we intend to lead. We aspire to be a Garden that is representative in every way of the diverse community we serve.

Our Horticulture staff exhibits a tireless commitment to creating new and innovative gardens and displays that delight and inspire visitors of all ages and from all backgrounds. We are dedicated to demonstrating the use and cultivation of a wide palette of native and exotic plants suitable for use in Central Virginia and strive to maintain our collections to the highest standards in an environmentally responsible way. We think independently, work collaboratively, and are unified in our passion for horticulture. We come from diverse backgrounds and celebrate different ways of being, in ourselves and in others.

The 10,000 square foot Gottwald Conservatory is prominently situated in the center of our campus and is a popular destination for Garden visitors. It consists of three display wings connected by a central dome, which rises to a height of 63'. The Conservatory exhibits nearly 1000 taxa of tropical and subtropical plants, including more than 600 different orchids, in permanent and seasonal displays. In addition to

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GARDEN**

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orchids, our collections include palms, aroids, bromeliads, cycads, and desert and Mediterranean plants. Our seasonal exhibit area features tropical butterflies in summer and a holiday theme in winter.

Our next Conservatory Horticulturist will have a passion for growing, exhibiting, and promoting tender plants and a commitment to conservatories as places where people may admire, study, and interact with tropical plants from around the world. She / he will have exemplary growing skills and the ability to create engaging displays that will inform, delight, and inspire visitors.

Position Description

The Conservatory Horticulturist is responsible for planning, coordinating, and assisting with the development, management, and daily care of the plant displays and thematic collections in the Conservatory and nearby grounds. Individuals should have a strong understanding of horticulture, display mastery of the skills necessary to perform horticulture tasks, and be familiar with the identification and cultivation of a wide variety of tropical and subtropical plants. She / he will be able to design creative and aesthetically pleasing displays and be familiar with the principals of glasshouse operation and management. The ideal candidate will be detail oriented and will have a strong eye for design. This position works under the general supervision of the Director of Horticulture and reports to the Horticulture Manager for the coordination of daily activities, attendance, and other operational procedures.

Responsibilities

- Coordinate, oversee, and assist with the daily care and maintenance of Conservatory displays and plant collections in a manner consistent with the horticultural standards of the Lewis Ginter Botanical Garden.
- Physically work in all aspects of Conservatory maintenance and development including soil preparation, planting, mulching, watering, weeding, fertilizing, pruning, sweeping, and blowing.
- Inspect the Conservatory and nearby grounds regularly and identify tasks that need to be performed.
- Prioritize horticultural tasks, develop work schedules, and coordinate their implementation.
- Supervise daily activities of Gardeners, seasonal staff, and volunteers; provide training, as needed.
- Monitor Conservatory environment using Argus climate control system.
- Monitor operation of Conservatory mechanical systems.
- Monitor the quality and health of Conservatory collections and displays.
- Control pests and diseases using cultural methods, biological controls, and pesticides according to IPM protocols; maintain treatment records.
- Apply fertilizers in accordance with best management guidelines.
- Conceive and design displays; develop plans, select plants, and locate plant sources.
- Develop strategies for the renovation and rejuvenation of the permanent plant collections.
- Coordinate Conservatory work tasks with Horticulture Manager.
- Assist with the curation of the Conservatory collections; report plant additions and removals to the Plant Recorder, perform periodic plant inventories, and request accession tags and display labels.
- Troubleshoot and report problems with mechanical and climate control systems.

Additional Responsibilities

- Propagate tropical plants for renewal or enhancement; coordinate propagation activities with greenhouse staff.
- Participate in garden-wide events, exhibitions, and group projects, as directed by supervisor.
- Monitor Conservatory and nearby grounds for conditions that may be unsafe.
- Assist with preparation of Conservatory budget.

- Work collaboratively with other divisions to fulfill the Garden's mission and accomplish its goals.
- Perform other duties as assigned by the Horticulture Manager or his/her designee.

Skills and Abilities

- A passion for growing, exhibiting, and promoting tender plants and a commitment to conservatories as places where people may admire, study, and interact with tropical plants from around the world.
- A demonstrated understanding of the horticultural practices and procedures required for managing plants in a conservatory including soil preparation, planting, mulching, watering, weeding, fertilizing, and pruning.
- The ability to identify and prioritize work tasks and to organize, coordinate, and supervise staff and volunteers.
- The ability to create innovative, engaging and aesthetically pleasing horticultural displays.
- The ability to identify a wide variety of tropical and subtropical plants by common and botanical name.
- The ability to use horticultural hand tools and power equipment safely and effectively to accomplish work tasks.
- The ability to identify glasshouse pests and diseases and to devise control measures according to IPM protocols.
- The ability to accomplish work assignments effectively and efficiently.
- A willingness to interact with the public on an informal basis by answering questions, providing directions, etc.
- The ability to direct subordinates and volunteers effectively through oral and written instructions.
- The ability to conduct oneself in a manner that contributes to a harmonious and productive work environment.
- A willingness to be patient, flexible, and adaptable to change.
- The physical strength, dexterity, and coordination sufficient to perform the above functions.

Education and Experience

- An Associate's degree in Horticulture, Botany, Plant Science, or a related field; a Bachelor's degree is desirable.
- Three years of professional experience managing and maintaining tropical and subtropical plant collections under glass.
- One year experience supervising staff in the care of greenhouse collections.
- Other combinations of education / experience appropriate to the job will be considered.
- Proficiency in the use of Microsoft Office applications required; familiarity with Argus Controls climate control system and IrisBG collections management software helpful.
- Virginia Pesticide Applicator's License (or the ability to obtain one within six months of hire).
- Possession of a valid driver's license.

Each employee of Lewis Ginter Botanical Garden

- Must comply with provisions of the current Employee Handbook, all published personnel policies and the requirements of their individual job descriptions.
- Must conduct herself or himself and perform all duties in a manner consistent with a public garden serving multigenerational and multicultural individuals and families, and in accordance with directed practices and procedures.
- Must be aware of surroundings and vigilant to threats to the safety of visitors, volunteers, and staff, or to security of their property, ensuring that all concerns are reported promptly.
- Must report all mishaps, injuries, and incidents immediately and ultimately in writing to supervisor(s) and to the Executive Director.

- Must ensure compliance with all applicable federal and state laws and regulations.
- Must perform other duties as assigned by supervisor.

Physical Demands / Working Conditions

- Must be able to lift 50 pounds repeatedly.
- Must be able to work out-of-doors and in an enclosed conservatory in Central Virginia seasonal extremes.
- Must be able to bend, squat, kneel, stand and walk for extended periods of time.

Note: the duties described above have been identified as essential functions as required by the Americans with Disabilities Act.

Please submit cover letter, resume, and Lewis Ginter Botanical Garden Job Application to John Morse, Director of Horticulture, at jmorse@lewisginter.org