



Gardener

Lewis Ginter Botanical Garden

Manager:	Horticulture Manager		
Department:	Horticulture	Job Category:	Category 1
Location:	Richmond, VA	Travel Required:	No
Level/Salary Range:	Commensurate w/ Experience	FLSA Exempt/Non-exempt:	Non-Exempt
Contact:	George Cowart, georgec@lewisginter.org	Position Type:	Full Time (37.5 hrs/wk)
Date Posted:	February 26, 2020	Posting Expires:	Open Until Filled

Garden Overview

Lewis Ginter Botanical Garden was founded in 1984 as a community oriented, nonprofit garden, now encompassing 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. Each year the Garden welcomes, teaches, energizes and engages over 400,000 guests with stunning botanical displays, inspiring exhibitions, entertaining activities, and over 1,300 formal and informal education offerings. We embark on new and promising community engagement initiatives through the Beautiful RVA movement. We operate by the vision, mission, core values, aspirations and goals of the Garden's strategic plan, reviewed and updated annually. We pursue expansion of programs, gardens, and facilities within the scope of the 2016 master site plan. Our 120 full and part-time staff work 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 and we fully embrace all the necessary and challenging work of being committed to principles of inclusion, diversity, equity, and accessibility (IDEA).

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 committed 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

**LEWIS
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BOTANICAL
GARDEN**

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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.

Position Description

Under the direction of the Horticulture Manager, assist Horticulture staff with the installation and care of the display gardens and horticultural collections, both outdoors and under glass. Individuals in this position should have a keen interest in horticulture and gardening, a general understanding of horticultural principals, and the skills necessary to perform basic horticultural tasks.

Responsibilities

- Assist with the hands-on maintenance of annuals, perennials, shrubs, trees and tropical plants in a manner consistent with the horticulture standards of the Lewis Ginter Botanical Garden.
- Physically work in all aspects of garden maintenance and development including soil preparation, planting & transplanting, mulching, watering, weeding, fertilizing, pruning, propagating, potting, raking, sweeping & blowing, tree & brush cutting, and recordkeeping.
- Utilize shovels, trowels, fan rakes, grading rakes, spades, digging forks, pickaxes, brooms, hand shears, hand saws, loppers, pole pruners & pole saws, wheelbarrows, fertilizer spreaders, garden carts, ladders, and other hand tools to complete assigned tasks.
- Operate push mowers, weed-whackers, backpack blowers, push blowers, garden ATV's, tractors, pickup trucks, and other power equipment in accordance with LGBG safety protocols and regulatory standards (training will be provided).
- Participate in weekly group maintenance tasks such as blowing walkways, filling gas cans, and caring for tools and equipment.
- Participate in group projects with other horticulture staff and in cross-departmental projects.
- Work with Horticulture Volunteers.
- Perform other duties as assigned by the Horticulture Manager or his/her designee.

Skills and Abilities

- A demonstrated understanding of the horticultural practices and procedures required for soil preparation, planting & transplanting, mulching, watering, weeding, fertilizing, pruning, propagating, mowing, raking, sweeping & blowing, and tree & brush cutting.
- The ability to identify frequently used woody, herbaceous, and annual landscape plants by common name.
- The ability to use shovels, trowels, fan rakes, grading rakes, spades, digging forks, pickaxes, brooms, hand shears, hand saws, loppers, pole pruners & pole saws, wheelbarrows, fertilizer spreaders, garden carts, ladders, and other hand tools effectively.
- The ability to operate push mowers, riding mowers, weed-whackers, backpack blowers, push blowers, garden ATV's, pickup trucks, chainsaws and other power equipment safely and effectively.
- The physical strength, dexterity, and coordination sufficient to perform the above functions.
- A willingness to interact with the public on an informal basis by answering questions, providing directions, etc.
- The ability to follow written and verbal instructions.

Education and Experience

- An Associate's degree in Horticulture, Botany, Plant Science, or a related field.
- One year experience as a professional gardener or groundskeeper.
- Virginia Pesticide Applicator's License (or the ability to obtain one within six months of hire).
- Possession of a valid driver's license.
- Other combinations of education / experience appropriate to the job will be considered.

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 support and embody the vision, mission, core values, aspirations, and goals of the Garden's strategic plan.
- Must support, nurture, and embrace principles of inclusion, diversity, equity, and inclusion (IDEA).
- Must conduct herself or himself and perform all duties in a manner consistent with a public garden serving multigenerational, multicultural, and multifaceted 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 Chief Operating Officer.
- 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 under glass in Central Virginia seasonal extremes.
- Must be able to bend, squat, kneel, stand and walk for extended periods of time.

Note: 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 George Cowart, Horticulture Manager, at georgec@lewisginter.org