

Horticulture Research Intern

Lewis Ginter Botanical Garden



Direct Supervisor:	Laurel Matthew, Senior Horticulturist		
Department:	Horticulture	Job Category:	Category 3
Location:	Richmond, VA	Travel Required:	No
Level/Salary Range:	\$11.50/hour	Exempt/Non-exempt:	Non-exempt
Contact:	Laurel Matthew laurelm@lewisginter.org	Position Type:	Full-time, seasonal 37.5 hours/week for 18 weeks
Date Posted:	9/2/2020	Posting Expires:	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).

Job Description

Lewis Ginter Botanical Garden's Horticulture Team is seeking an inquisitive, dynamic, hard-working and enthusiastic research intern, who is excited about spending the summer learning the art and craft of horticulture while supporting a plant-based research project. The intern will work in all Garden areas, assisting staff and volunteers with the challenging hands-on tasks of managing and curating a wide variety of seasonal displays, garden areas, plant collections and departmental initiatives. When not scheduled for research, the intern can expect to weed, rake, groom, prune, plant, mulch and haul debris in seasonal extremes and all weather conditions. See "Responsibilities" for more information.

**LEWIS
GINTER
BOTANICAL
GARDEN**

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Responsibilities

Work with Director of Horticulture and supervising Horticulturists to execute a research project designed to address a challenge currently faced by the Horticulture staff – the control and/or suppression of invasive plant populations. This internship will last 18 37.5-hour weeks, with time divided into approximately 25% research tasks and 75% horticulture tasks.

Research Tasks

- As applicable, and under the guidance of supervising Horticulturist(s), the intern will research and apply various control, remediation or eradication strategies to manage invasive or noxious plant populations throughout the Garden
- Prepare and present a report of experience, procedures and findings to Garden staff and guests
- Of note, past research topics have included planting strategies for habitat value, pollinator and benthic macroinvertebrate population surveys, southern blight pathology and management, water quality monitoring, food crop production and medicinal plants

Horticulture Tasks

- Assist horticulturists in all areas of the Garden with wide variety of primary garden care tasks, including planting, mulching, grooming, watering, fertilizing, weeding, etc., using best horticulture practices in accordance with established Garden standards
- Participate in routine group tasks such as leaf blowing walkways and string trimming weeds
- Perform routine maintenance on Garden power tools and equipment such as filling gas cans, re-stringing trimmers, cleaning and sanitizing tools, and keeping equipment organized and tidy

Other Duties and Responsibilities

- Willingly and cheerfully integrate assigned horticulture duties with the efforts of other departments (education, operations, garden shop, facility rental, public relations, etc.)
- Comply with provisions of the current Employee Handbook, all published personnel policies and the requirements of the job description
- Perform duties in a manner consistent with a public garden serving multi-generational families, and in accordance with directed practices and procedures
- With supervisor, implement Garden's safety and risk management program and training

Requirements

- Knowledge of landscape maintenance practices and plant care appropriate to the region
- Ability to operate required tools and equipment
- Strong work ethic, keen interest in Horticulture and enthusiasm for physical work outdoors
- Ability to work both independently and part of a team, as needed
- Strong verbal communication skills
- Working knowledge of computers, including familiarity of Microsoft Office programs

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 indoors in conservatory conditions and outdoors in all seasonal extremes
- Must be able to bend, squat, kneel, stand and walk for extended periods of time
- Note: Duties described above, other duties and physical demands have been identified as essential.

Education and Experience

- Current student in or graduate from a program in horticulture, plant science, or related field is required

Please submit cover letter, resume, and Lewis Ginter Botanical Garden Job Application to Laurel Matthew, Senior Horticulturist, at laurelm@lewisginter.org

COVID-19 Note: After completing its most successful year ever the COVID-19 pandemic and concern over the health of our neighbors closed the Garden to public visitation. It has been a disorienting time, when each of us individually and corporately has had to face and overcome an uninterrupted stream of change and challenge. We will continue to follow guidance from elected and health officials as we move forward and prepare for the reopening of the Garden. The safety of staff, guests, members and volunteers will continue to be the Garden's top priority.