



IPM HORTICULTURIST

Horticulture Department

Direct Supervisor:	Director of Horticulture		
Department:	Horticulture	Job Category:	Category 1
Location:	Richmond, VA	Travel Required:	Local
Level/Salary Range:	35,000 – 48,000	Exempt/Non-exempt	Exempt
Contact:	hr@lewisginter.org	Position Type: (FT / PT)	FT
Date posted:	6/16/2021	Posting Expires:	Until position is filled

Garden Overview

Mission

Lewis Ginter Botanical Garden's mission is connecting people through plants to improve communities.

Vision

Lewis Ginter Botanical Garden, including the Lewis Ginter Nature Reserve, reveals the unity and integration of human and plant life, celebrates the fundamental significance of the natural world, and enriches communities through horticultural and educational excellence and innovative outreach activities.

Values

Responsibility, Innovation, Integrity, Hospitality and Inspiration

Founded in 1984, Lewis Ginter Botanical Garden is a nonprofit garden located in Richmond, Virginia's Lakeside neighborhood. The Garden 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. Annually, Lewis Ginter engages over 17,000 students in innovative and exciting education programs. This cadre of identified learners is just a fraction of the more than 400,000 annual visitors to the Garden. In recent years, the Garden has been honored with inclusion in several top ten lists for botanical gardens in North America.

Lewis Ginter Botanical Garden is an Equal Opportunity Employer. We do not discriminate on the ground of race, color, religion, sex, age, disability or national origin

**LEWIS
GINTER
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GARDEN**

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in the hiring, retention, or promotion of employees. We support the diversity and inclusion policy adopted by The American Public Gardens Association: to create an equitable, diverse and inclusive culture where the contributions of all community members are valued, respected and appreciated.

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 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.

Job Description

Under the leadership of the Director of Horticulture, the Integrated Pest Management (IPM) Horticulturist coordinates management of horticultural and landscape pests in alignment with the Garden's sustainable strategy. This position works collaboratively across a dynamic department to ensure plant collections are protected and conserved within the formal and natural landscapes of both Lewis Ginter Botanical Garden and the Lewis Ginter Nature Reserve. In addition, the IPM Horticulturist is an essential team member for the design, installation, and maintenance of permanent and seasonal displays that represent the highest aesthetic standards.

Individuals in this position should have a thorough understanding of the principles of IPM, excellent knowledge of the pests, diseases, and abiotic disorders that afflict temperate and tropical plants, plus good diagnostic and research skills. They should have a keen interest in horticulture and the natural world, be familiar with a wide variety of woody and herbaceous plants, possess a thorough understanding of horticultural principles and practices, and have the ability to plan and supervise.

Responsibilities

- Integrated Pest Management
 - Work collaboratively with gardeners and horticulturists to develop an active scouting program for pests and diseases.

- Develop pest and disease damage thresholds for the gardens and plant collections.
 - Coordinate strategy for the sustainable integrated pest management in greenhouses, conservatory, outdoor displays, aquatic gardens, and natural areas at both institutional campuses.
 - Apply pesticides and herbicides in accordance with IPM protocols and in accordance with all federal, state, and local regulations.
 - Coordinate the maintenance and vegetation control of the Garden's lakes, streams and ponds.
 - Maintain pesticide and fertilizer inventories in accordance with state safety compliance for storage and disposal.
 - Record, file and maintain all pesticide application records while keeping current with state regulations.
 - Coordinate pesticide application training and recertification for Horticulture department members.
 - Partner across departments for IPM education, training and awareness.
- Horticulture
 - Lead the hands-on maintenance of annuals, perennials, shrubs, trees and container plants in a manner consistent with the horticultural 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 and blowing.
 - Utilize hand and power tools effectively and in accordance with LGBG safety protocols and regulatory standards.
 - Participate in group projects with other horticulture staff and in cross-departmental projects.
 - Lead and supervise Gardeners, seasonal staff, and volunteers.

Skills and Abilities

- A passion for horticulture, garden design, and plant collections, and a commitment to the “public” in public horticulture.

- A thorough understanding of the principles of IPM, including biological and cultural controls, and a commitment to managing pests and diseases in an environmentally sensitive way.
- Excellent knowledge of the pests, diseases, and abiotic disorders that afflict temperate and tropical, woody and herbaceous plants, and their control
- Good diagnostic and research skills.
- Excellent written and verbal communication skills, including public speaking and the ability to make presentations.
- A thorough understanding of horticultural practices and procedures and the ability to identify frequently used woody, herbaceous, and annual landscape plants
- The ability to supervise subordinate staff and volunteers.
- Excellent interpersonal skills.
- Well-organized and detail-oriented; able to work independently or as part of a team.
- Technically proficient with computers, databases, and Microsoft Office Suite.
- A willingness to interact with the public informally by answering questions, providing directions, etc.
- Able to work collaboratively with other departments.
- Willing to work weekends, evenings, and holidays, when needed.

Employees 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 perform all duties in a manner consistent with a public garden serving multigenerational and multicultural individuals, 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 injuries and incidents immediately and ultimately in writing to supervisor(s) and to Human Resources.
- 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 have the physical strength, dexterity, and coordination sufficient to perform the above functions.

- Must be able to bend, squat, kneel, stand and walk long distances for extended periods of time.
- Must be able to work out-of-doors and under glass in Central Virginia seasonal extremes.
- Have the ability to push, pull and/or lift 50 pounds repeatedly.
- The position requires familiarity with all public areas of the 82-acre Garden property.
- *Note: Duties described above, other duties and physical demands have been identified as essential functions as required by the Americans with Disabilities Act*

Education and Experience

- Preferred: Bachelor's degree in Plant Pathology, Entomology, Horticulture, Plant Science or related field.
- Required: Associate's degree in Plant Pathology, Entomology, Horticulture, Plant Science or related field.
- Minimum of four years of experience managing pests and diseases in horticultural and / or agricultural crops. Previous public garden experience desired.
- Proficiency in conversational Spanish desirable.

To apply, please send cover letter and resume to hr@lewisginter.org.