

HORTICULTURIST HORTICULTURE



Direct Supervisor:	Horticulture Section Leader		
Department:	Horticulture	Job Category:	Category 1
Location:	Richmond, VA	Travel Required:	Local
Level/Salary Range:	\$17-24/hr.	Exempt/Non-exempt:	Non-Exempt
Contact:	hr@lewisginter.org	Position Type:	Full Time
Date Posted:	May 23, 2023	Posting Expires:	Until 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 non-profit 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 and 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 grounds of race, color, religion, sex, age, disability or national origin 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.

We are committed to elevating diverse backgrounds and experiences that aren't currently represented amongst our Horticulture Team. We value the opportunity to work with individuals from different cultures and understand that like diverse ecosystems, diverse workplaces are needed for success. 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.

**LEWIS
GINTER
BOTANICAL
GARDEN**

1800 Lakeside Avenue
Richmond, VA 23228
804.262.9887
lewisginter.org

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 guidance of the Horticulture Section Leaders, Horticulturists assist the Horticulture team with the installation and care of the display gardens and horticultural collections, both outdoors and under glass. This position works collaboratively within a dynamic department that is responsible for creating and maintaining displays that represent the highest aesthetic standards at the Lewis Ginter Botanical Garden and the Lewis Ginter Nature Reserve. Individuals in this position should have a keen interest in horticulture and gardening, a general understanding of horticultural principles, and the skills necessary to perform basic horticultural tasks.

Responsibilities

- Work daily to support and maintain a diverse planting of annuals, perennials, tropical, woody and edible plants through pruning, grooming, weeding, mulching, watering, fertilizing, and scouting.
- Maintain various established demonstration-quality growing strategies including in-ground plantings, raised beds, containers gardening, various vertical-growing models, companion planting, etc., plus contribute new ideas and techniques.
- Diligently tend to plant health by applying organic, ecosystem-based, sustainable Integrated Pest Management (IPM) strategies including biological, mechanical, and cultural controls. Coordinate scouting and control treatments with IPM Horticulturist.
- Partner with Marketing for the promotion of horticulture by supporting development of blogposts, social media, etc.
- Interact with the public on an informal basis by answering questions, providing directions, etc.
- Lead and supervise Assistant Horticulturists, Seasonal Gardeners, interns, volunteers, and corporate groups. Collaborate with Manager of Volunteers.
- Safe and correct use of Garden tools and equipment.
 - 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 ATVs, tractors, pickup trucks, and other power equipment in accordance with LGBG safety protocols and regulatory standards (training will be provided).
- Work collaboratively with a dynamic team to achieve horticultural standards of excellence.
 - Participate in weekly group maintenance tasks such as blowing walkways, filling gas cans, and caring for tools and equipment.
 - Participate in group projects and meetings with other horticulture staff and in cross-departmental projects.
- Must be available to work evenings, weekends, and occasional holidays, ensuring coverage for Horticulture outside the traditional work week/day.
- Support plant records work to advance our botanical collections.
- Perform other duties as assigned by the Horticulture Section Leaders or their designee.

Skills and Abilities

- Knowledge of and experience with edible landscapes and/or agricultural crop maintenance practices and plant care appropriate to the region.
- Strong work ethic, keen interest in sustainable agriculture and organic food production, and an enthusiasm for physical work outdoors.
- 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 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, string trimmers, backpack blowers, push blowers, garden UTVs, pickup trucks, chainsaws, and other power equipment safely and effectively.
- The ability to follow written and verbal instructions.

Physical Demands / Working Conditions

- The physical strength, dexterity, and coordination are sufficient to perform the above functions.
- Must be able to bend, squat, kneel, stand, and walk for extended periods of time.
- Must be able to work out-of-doors in Central Virginia seasonal extremes.
- Must be able to lift 50 pounds repeatedly.

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

- A degree in Horticulture, Botany, Plant Science, or a related field.
- Three years of experience working in public gardens, parks or arboreta.
- 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.
- Proficiency in conversational Spanish desired.

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 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 the 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.

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