

Horticulturist

Our mission: We garden to create, share, and apply plant wisdom in our world.

Job Summary

We are currently seeking a dedicated and passionate individual to join our team as a Horticulturist at the SDBG (San Diego Botanic Garden). As a Horticulturist, you will have the opportunity to work with an amazing array of rare and endangered plant species within our 37-acre garden. This position offers a unique chance to work in a diverse horticultural setting, enhancing your previous training or experience in the field.

If you have a genuine love for plants and are seeking an incredible opportunity to work with rare and diverse species while contributing to a non-profit organization, we encourage you to apply for the position of Horticulturist at the SDBG. Your dedication and hard work will help maintain the beauty and charm of our 37-acre garden for visitors to enjoy. This is a full-time non-exempt position with an hourly rate starting at \$18.00 per hour.

Essential Functions

- Collaborate with the Director of Gardens, Horticulture Supervisor, and experienced staff members to receive weekly instructions and guidance.
- Work outdoors in the beautiful garden setting, contributing to the cohesive and enthusiastic team atmosphere.
- Engage with a variety of plant enthusiasts and visitors, providing directions, plant identifications, and maintaining a friendly and welcoming environment.
- Prepare the garden for visitors each day, including tasks such as raking paths, removing debris, watering the Conservatory or Tree House, and setting up displays.
- Work alongside volunteers, providing guidance, instruction, and assistance in various horticultural tasks.
- Participate in regular meetings, horticultural instructions, and collaborative work sessions with the Horticulture team.
- Contribute to the maintenance of the garden by weeding, mulching, planting, pruning, thinning, and detailing various areas.
- Utilize a range of power tools and equipment, such as chainsaws, pruners, line trimmers, tractors, electric carts, and hand tools.
- Participate in "Passion Projects" on Thursday afternoons, with management approval, allowing you to work with your preferred genre of plants or in specific areas of interest.

Competencies

- A genuine passion for plants and horticulture.
- Prior training or experience in horticulture is desirable.

- Excellent teamwork and communication skills.
- Ability to work outdoors in various weather conditions, including rain or shine, and tolerate heat or cold temperatures.
- Flexibility to work occasional nights during the Winter LightScape event.
- Availability to work on Saturdays on a rotating basis.
- Strong attention to detail and a proactive approach to tasks.
- Physical stamina and ability to perform manual labor, including lifting heavy objects, bending, and kneeling.
- Willingness to perform non-gardening duties, such as picking up trash and restocking bathroom supplies.
- Friendly and approachable demeanor, serving as a goodwill ambassador for the garden and providing exceptional customer service.

Work Environment

- The work schedule for Hort staff employees is from 7:00 AM to 3:30 PM.
- One closing day per week, with the closer working from 9:30 AM to 6:00 PM.
- Rotating schedule for Saturday work, occurring approximately every 5 weeks.
- Occasional evening work during the Winter LightScape event.
- 6 paid holidays with the opportunity for double pay when working a holiday.
- Starting pay is comparable to other institutions and tourist attraction horticulture jobs, but less than landscaping positions in private businesses.
- Pay raises occur annually after performance reviews at the end of June, aligned with the yearly fiscal budget.

Physical Requirements

- Ability to perform light physical work including helping move equipment, tables, chairs, linen, furniture and signage
- Ability to lift up to 30 lbs
- Ability to work full shifts with extensive walking, lifting, etc., as needed

Additional Requirements

- Possess a valid drivers license
- Pass a background check

SDBG Diversity Statement

San Diego Botanic Garden is committed to create, maintain and grow a welcoming and inclusive environment. Just as our natural world relies on plant diversity, we believe that cultivating diversity amongst our staff and volunteers contributes to a flourishing Garden. We are dedicated to ongoing conversations as we celebrate and support the unique attributes of all people.