

## Horticulturist

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

### Job Summary

This is a full-time, non-exempt position that reports to the Horticulture Leads. Responsible for performing activities related to the care and maintenance of the gardens, landscape and grounds. This position works with an array of rare and endangered plant species in a diverse horticultural setting and grows skills over time. The ideal candidate needs to be passionate about plants and the natural environment and does not need previous horticultural experience.

### Essential Requirements

- A genuine passion for plants and horticulture.
- Ability to work 100% outdoors in various weather conditions, including rain or shine, and tolerate heat or cold temperatures.
- Friendly and approachable demeanor, serving as a goodwill ambassador for the garden and providing exceptional customer service.
- Availability to work on Saturdays and Sundays on a rotating basis and week nights.

### Compensation

- **Salary: \$20/ hr.**
- **Full- time/ hourly non-exempt**
- Benefits:
  - 401(k) matching
  - Dental insurance
  - Employee assistance program
  - Employee discount
  - Flexible spending account
  - Health insurance
  - Life insurance
  - Paid time off
  - Retirement plan
  - Vision insurance

Job Type: Full-time, on-site

Location: Encinitas, CA

## Essential Functions

### Collaboration and Teamwork

- Complete daily, weekly, and longer-term horticulture projects as directed.
- Work in a team environment supporting one another and openly communicating.
- Participate in regular meetings and horticultural training.
- Work alongside volunteers, providing guidance, instruction, and assistance in various horticultural tasks.

### Garden Preparation and Maintenance

- Prepare the garden for visitors each day by raking paths, removing debris, watering garden areas, and setting up displays.
- Contribute to the maintenance of the garden by weeding, mulching, planting, pruning, thinning, and detailing various areas.
- Be trained and utilize a range of power tools and equipment, such as pruners, hand tools, blower, line trimmer, lawn mower, utility carts, chainsaw, skid loader and tractor.

### Visitor Engagement and Communication

- Engage with a variety of plant enthusiasts and visitors, providing directions, plant identifications, and maintaining a friendly and welcoming environment.
- Embody SDBG's culture of practicing open communication, inclusivity and respect

### Outdoor Work Environment

- Work outdoors in the garden setting, contributing to the cohesive and enthusiastic team atmosphere
- Be a role model for safety

### Personal Development

- Participate in "Passion Projects" with management approval, allowing you to work with your preferred genre of plants or in specific areas of interest

## Education and Experience

- High School Diploma



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### Work Environment

- Flexibility to work occasional nights during the Winter Lightscape event.
- Willingness to perform non-gardening duties, such as picking up trash and restocking bathroom supplies.
- Must possess a valid driver's license
- Pass a background check.

### Physical Requirements

- Physical stamina and ability to perform manual labor, including lifting heavy objects, bending, and kneeling.
- Must be able to lift and carry a minimum of 50 lbs. a distance of 25 feet frequently.

### SDBG Diversity Statement

San Diego Botanic Garden is committed to creating, maintaining and growing 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.