

Horticulturist - Closing Shift (Wednesday-Sunday)

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 Director of Horticulture. Horticulturists are 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 is passionate about plants and the natural environment and does not need previous horticultural experience.

Schedule

- November 5 - 12, 2025 | Wednesday - Sunday, time varies
- November 13, 2025 - January 4, 2026 | Wednesday - Sunday, 2:30pm - 11:00pm
- January 5, 2026 -> | Wednesday - Sunday, 9:00 am - 5:30 pm
- The schedule will vary based on business needs including closing for weddings and events.

Essential Functions

Lightscape Support

- Support the Garden's Lightscape event, representing the Horticulture team, while contributing to the overall success of the event.
- Assist in removing daytime Garden guests at closing to prepare for Lightscape entrants.
- Drive pathways at the end of each night to clear trash and debris from walkways, empty trash cans for the night, and lock up the property and buildings.
- Work alongside staff and Lightscape team to ensure the show's success.

Collaboration and Teamwork

- Complete daily, weekly, and longer-term horticulture projects as directed by the Horticulture Director.
- 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 removing hazards, blowing & raking paths, removing debris, watering garden areas as needed, and setting up displays.
- Contribute to the maintenance of the Garden by weeding, mulching, pruning, thinning, and detailing various areas.

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- Be trained on 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 individual & team projects under the direction of the Director of Horticulture, allowing you to work with your preferred genre of plants or in a specific area of interest.

Compensation

- **Salary: \$20/ hr.**
- **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

Education and Experience

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



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- Excellent teamwork and communication skills.
- Friendly and approachable demeanor, serving as a goodwill ambassador for the Garden and providing exceptional customer service.
- Strong attention to detail and a proactive approach to tasks.

Work Environment

- Availability to work weekends.
- Work Nights, Wednesday-Sunday during Lightscape.
- 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

- Ability to work 100% outdoors in various weather conditions, including rain or shine, and tolerate heat or cold temperatures.
- 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.