



Position Description

Position Title: Gardener

Department: Horticulture

Reports to: Associate Director of Horticulture

Classification: Full Time, Non-Exempt

Organizational Description: The Naples Botanical Garden is a 170-acre world-class paradise, featuring the flora and cultures of the tropics and subtropics between the latitudes of 26 degrees north and 26 degrees south, including Brazil, the Caribbean, Southeast Asia and Florida. The Garden's mission is to connect people and plants through display, education, conservation and science. The Garden's hands-on interactive Smith Children's Garden, along with 90 acres of beautifully restored native habitats, formal Gardens, walking trails and Pfeffer-Beach Butterfly House offer education and enjoyment for people of all ages. Naples Botanical Garden is a 501(c)3 non-profit organization.

Job Summary:

Serves as gardener for Naples Botanical Garden. This position is responsible for the maintenance and care of ornamental beds, trees and shrubs, and turf as well as all areas under the responsibility of the Horticulture Department.

Among the duties assigned to this position are the following:

- Maintain Garden to the highest horticulture standards. Maintain ornamental beds by mulching, weeding, and clearing area free of litter and leaves. Also properly groom, deadhead, stake, and prune plants. Mow turf areas.
- Recognize and report potential physiological or nutritional problems such as wilting, leaf scorch, or deficiencies of nitrogen, iron, and magnesium.
- Operate all equipment and tools safely and properly. Return cleaned tools and equipment to proper place.
- Follow proper techniques of soil preparation, plant installation, and pesticide/herbicide/fertilizer application.
- Other duties as required and assigned.

Minimum Qualifications:

- A minimum of one year experience in public gardening and/or landscape and grounds maintenance. Some supervisory experience preferred.
- Must possess a valid driver's license and good driver's record, and be capable of operating pickup trucks and other essential equipment safely.

Knowledge, Skills and Abilities:

- Strong knowledge of plant material, proper maintenance techniques, and correct horticultural practices, with good aesthetic sensibility.
- Understanding of Integrated Pest Management techniques and ability to obtain Pesticide License within 18 months.
- Ability to work well within a diverse and multicultural workforce, including volunteers.
- Ability to work as part of a team or individually with little or no supervision.
- Ability to operate all types of grounds maintenance equipment, such as mowers, power sweepers, sprayers (including herbicide/pesticide), blowers, trimmers, aerators, and tillers, safely.
- Good interpersonal communication, and literacy skills.

Working Conditions:

- Normal work hours are Monday-Friday 6:00-2:30; must have flexible schedule as work priorities or seasonal needs change.
- Must be able to work required overtime, often with little advance notice (e.g., storm damage). Schedule includes evenings and weekends.

- Must be able to work outside in inclement weather—extreme heat, high winds, and rain.
- Must be able to perform physical work including bending, stooping and reaching.
- Must be willing to apply herbicides and pesticides under supervision.

Requirements/Qualifications

A pre-employment background check required.

Naples Botanical Garden is an Equal Opportunity Employer. The Garden has a long-standing policy of employment and advancement based solely upon qualifications to perform the essential elements of a position without regard to age, creed, gender, national origin or ancestry, race, color, religion, veteran status, pregnancy, marital status, HIV status, genetic information, sexual orientation, handicap or mental or physical disability, race, color, religion, sex, sexual orientation, age, national origin or disability.

To Apply: Please provide a cover letter, resume, and contact information for three references by email to employment@naplesgarden.org. To find out more about Naples Botanical Garden, please visit our website at www.naplesgarden.org

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