



About Us

As Kansas City's Botanical Garden, Powell Gardens plays a vital role in the community as a space for release, rejuvenation, and the celebration of the fleeting nature of nature itself. Visitors enjoy themed display gardens, a three-mile nature trail, seasonal festivals, rotating exhibitions, and exceptional architecture. Established in 1988, Powell Gardens is a public garden, maintaining 970 acres of lush, rolling hills and windswept meadows, with more than 175 acres and a large collection of plants open to the public for education, exploration, and recreation.

We at Powell believe that our team members are our most important asset. By building strong relationships with each other, we can ensure that our guests have the best possible experience. If you love to work in a fast-paced environment and enjoy a challenging yet rewarding role, we would like to meet you. Come experience our beautiful gardens and join our team of experts as we bring the Midwest Spirit of Place to Kansas City.

Position Summary

The Director of Horticulture, a member of the Senior Leadership Team, will assume a strategic role in the overall management of the organization. Leading a team of 20+ employees and the strategic objective to *Develop A Sustainable Garden That Supports Excellence in Display, Education and Conservation*, the Director is responsible for managing the themed gardens, display design and execution, production, curation of the collection, management of natural resources at Powell Gardens and Ona's Prairie, as well as a liaison to the Midwest Center of Regenerative Agriculture. The Director must have a solid understanding of the nature, role and operation of botanic gardens and their collections, associated best practices and display. An appreciation for native plants and conservation are stressed. He/she will collaborate with other senior leaders to facilitate an integrated approach among the Gardens' priorities in horticulture, maintenance, education, fundraising, public programs and the visitor experience. Of particular focus for the Director of Horticulture will be attention to operations management and technical execution.

The Director of Horticulture reports to the Chief Executive Officer and is an integral part of a team-focused approach developing and achieving ambitious goals. The Director must embrace a challenge, have a strong work ethic, understand how horticulture goals affect the bottom line, be a strategic thinker with a "can-do" attitude and respond well under pressure. Additionally, the ideal candidate is a natural mentor and is passionate about developing a team of

horticulture leaders for both professional and organizational development. As a key public face of Powell Gardens, the Director will build relationships both externally and internally with multiple stakeholders and be a passionate advocate mobilizing others to move the Gardens to the next level.

Essential Functions

Strategic Leadership

1. Provides leadership linking and integrating the work of the Garden's horticulture, facilities, programming and education divisions to strengthen the Garden's mission.
2. Develop a strategic direction for the horticulture division ensuring cutting edge, innovative solutions and practices with regional impact.
3. Oversee the implementation of all horticulture divisional goals and objectives outlined by the Garden's Strategic Plan. Establish and monitor priorities and evaluate the division's progress towards goals.
4. Be a change agent who can implement plans, communicate changes effectively, build commitment, overcome obstacles and resistance, supports those affected by change, monitor the transition and evaluates the results.
5. Effectively manage a division within a fast-paced, seasonal environment in a public attraction. Minimize the organizational obstacles to help teams work more effectively and focus on execution.

Gardens, Production and Display Facilities

1. Oversee the development, implementation and assessment of the 970-acre site including gardens, trails, prairies, greenhouses and horticultural operations.
2. Design and oversee the implementation of major plant displays to build attendance, collaborate on the design of new Garden exhibits.
3. Works with the maintenance department to establish and implement preventative maintenance plans for the Horticultural and Facility operations.

Horticultural Leadership

1. Emphasizing the primary mission as a botanical garden, balance the direction of the Gardens related to preservation, conservation, restoration and sustainability issues.
2. Strategically identify and develop relationships and partnerships resulting in financial, operational and community leverage anchoring Powell Gardens at the heart of the Greater Kansas City community.

3. Participate in fundraising efforts as required providing the horticultural vision and passion needed to cement and advance long-standing relationships and potential supporters.
4. Work collaboratively with internal team members and external organizations to create a commitment to common goals, prioritizing and executing realistic priorities in a professional environment.
5. Guide Powell Gardens to be a model for the horticultural industry and regional community including advising and consulting with for-profit and non-profit operations on various and appropriate opportunities.
6. Establish and maintain professional and cordial relations with vendors, organizations and individuals regionally and nationally while maximizing the Gardens' resources.

Collections

1. Formulate and build the vision for both a native and regionally diverse plant collection ensuring the garden's landscapes appeal to broad audiences while building a living collection of plants that supports conservation and interpretation.
2. Showcase and educate the public on the significance and relevance of the Garden's collections and research projects.

Education & Interpretation

1. Consult, teach and train locally, nationally and internationally to support horticulture skill development. Develop and encourage other horticulture division staff to participate in these activities.
2. Provide insight, content and editorial support for various publications, interpretative planning and marketing as required.
3. Oversee and grow a strong horticulturalist intern program.

Operations Management and Supervision

1. Ensure the effective and efficient operation of the horticulture department.
2. Work in collaboration with the CEO, COO, the maintenance department and the horticulture to develop and implement a plan for a holistic view of all physical plant projects.
3. Oversee efficiencies and workflow to manage the daily upkeep and demands of a botanical garden.
4. Develop and administer the division's budget; participate in identifying funding from diverse sources. Participate in grant writing and actively encourage staff to do the same.
5. Focus and implement the best structure and use of staff time, budget and equipment resources, ordering timelines, planning documents and procedures.

6. Lead and manage a team of professionals providing coaching and mentoring as appropriate. Promote a department culture of teamwork, support, productivity, dedication and perseverance.
7. Working with the Senior Leadership Team, balance revenue generation, cost consciousness, process and policy, outsourcing, planning and resource allocation in a manner that is holistic and strategic and moves the organization forward both in profitability and mission.

Other Responsibilities

1. Work as a liaison to the Regenerative Center of Agriculture at Powell Gardens to ensure aligned goals and processes related to use of land, education and horticulture collections.
2. Oversee the stewardship and land management of Ona's Prairie per the guidelines set forth by Ona's Trust related to conservation and preservation.

Education

- Bachelor's Degree required or equivalent experience in horticulture, botany, biology, plant science, science, landscape architecture/design or related field.

Knowledge/Experience

The successful candidate will be a critical partner and leader with a proven track record inside of high growth organizations and be a key partner in executing Master Plan initiatives related to the gardens. They will understand how to successfully build and address internal and external constituents' needs to achieve success. Internally, this individual will serve as an enabling force to constantly raise the bar and keep the team focused on growing the business. They will have an eye toward innovation and creativity. An excellent project manager, problem solver, determined and dedicated to reaching the organization's goals.

The ideal candidate will have:

- Minimum of 5+ years relevant and increasingly responsible horticulture management experience inclusive of developed strategies, executed business plans, staff supervision and managing a variety of horticulture operations
- Living collection curation, development and management
- Understands relevant ethical and legal considerations when developing living plant collections
- Thorough understanding of plant collection policies and procedures
- Plant care production techniques
- Conservatory display
- Landscape design and installation

- Landscape maintenance best practices
- Widely versed in the current horticultural field including pollinators, plants native to the Midwest flora and fauna, invasive plants, Integrated Pest Management, and plant disease
- Construction management and creation/renovation of gardens

Physical Requirements/Work Environment

Primarily Monday through Friday, 8 am to 5 pm, but employee must be willing to work longer hours as projects and deadlines require. Must be available to work as required at events or programs. Flexible work options are available such as working from home a day or two/week. Attend Board meetings and Board Committee meetings outside of normal working hours. Travel to off-site meetings as required. Able to remain in a stationary position up to 50% of the time; move about inside the office to perform normal duties; move throughout a multi-facility work location. A combination of administrative tasks (indoor) and field tasks (outdoor) may require working indoors and outdoors periodically throughout the day in all seasons; ability to work outdoors in temperatures over 100 degrees as well as temperatures below 0 degrees, in rain, snow and other inclement weather conditions as needed. Ability to lift 50 pounds; bend, kneel and stretch. Professional appearances and public speaking engagements will be required of this position. Evenings and weekends as necessary.

Benefits

Medical/Dental/Vision

403b Retirement Plan

Employer Paid Life Insurance

Employer Paid Short-Term and Long-Term Disability Insurance

Generous PTO Plan

HRA

FSA

Paid Holidays

To Apply

Applicants interested in this position must submit the following to hr@powellgardens.org.

- Cover letter addressing the following:
 - Discuss your experience as it related to this role
 - Why are you interested in this role and why you would be a great fit
- Resume
- Three references: professional, academic, and/or personal

The full job description can be found at <https://powellgardens.org/careers-at-powell-gardens/> .