

## **JOB DESCRIPTION**

**Position Title:** Gardener, Grower

**Written By:** Susan Mertz, Director of Horticulture

**Position Reports to (Title):** Horticulturist/Production

**Effective Date:** March 2020

**Department:** Gardens/Horticulture

**Exempt/Non-Exempt:** Full Time, Non-Exempt

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### **1. Position Summary**

This position works closely with the Production Horticulturist and is responsible for production of crops to meet the needs of Powell Gardens. The highest quality and execution should be focused on production of assigned crops.

### **2. Essential Functions**

#### Production

- Care of the Greenhouses and other production areas including seeding, growing, weeding, watering, planting and general maintenance.

#### Pest and Disease Management

- Have or obtain certified non-commercial applicator's (pesticide) license.
- Identify and control threatening plant pests and diseases as required.

#### Facilities Maintenance

- Working with the Production Horticulturist and maintenance staff, inspect the structural integrity, equipment needs and communicate concerns and needs in a timely manner allowing enough lead time to manage issues.

### **3. Sphere of Responsibility**

Supervises:

- Interns
- Volunteers

### **4. Internal and External Contacts**

#### **Internal:**

All levels of staff and volunteers

#### **External:**

Visitors, members

### **5. Consequence of Error**

High standards must be upheld in all areas under this position. Advocacy and problem-solving are key to success for this person.

### **6. Experience/Education**

<b>Education</b>	AAS or Bachelor's Degree in Horticultural field or related area.
<b>Experience</b>	2-3 Years in a botanical garden or similar field; preferred experience with Growing.
<b>Knowledge</b>	Operate necessary garden equipment and vehicle. Valid driver's license.
<b>Communications</b>	Written and oral communication skills. Timely and organized.
<b>Core Competencies</b>	<p><b>Action- Oriented and Nimble Learning</b> Readily takes action on challenges, without unnecessary planning; identifies and seizes new opportunities; displays a can-do attitude in good and bad times; steps up to handle tough issues; learns quickly when facing new situations; experiments to find new solutions; takes on the challenge of unfamiliar tasks; extracts lessons learned from failures and mistakes</p> <p><b>Cultivates Innovation</b> Moves beyond traditional ways of doing things; pushes past the status quo; continually assesses the market potential of an innovative idea or solution; finds and champions the best creative ideas and actively moves them into implementation; tries multiple varied approaches to innovative ideas; builds excitement in others to explore creative options.</p> <p><b>Managing Change &amp; Improvement</b> Measures effectiveness in initiating changes; adapts to necessary changes from old methods when they are no longer practical; identifies new methods and generates improvement in the organization's performance.</p> <p><b>Tech Savvy</b> Anticipates the impact of emerging technologies and makes adjustments; readily learns and adopts new technologies; continually scans the environment for technology breakthroughs; experiments with a wide range of existing technologies while applying new and emerging options that can enhance organizational outcomes; encourages others to learn and adopt new technologies.</p> <p><b>Optimizes Work Processes</b> Designs processes and procedures that allow managing from a distance; seeks ways to improve processes, from small tweaks to complete reengineering; separates and combines tasks into efficient and simple workflow; thinks about the whole system, focuses efforts on continuous improvement; identifies and seizes opportunities for synergy and integration.</p> <p><b>Situational Adaptability and Decision Quality</b> Picks up on situational cues and adjusts in the moment; readily adapts personal, interpersonal, and leadership behavior; understands that different situations may call for different approaches; can act differently depending on the circumstances: Makes sound decisions, even in the absence of complete information; relies on a mixture of analysis, wisdom, experience, and judgment when making decisions; considers all relevant factors and uses appropriate decision-making criteria and principles; recognizes when a quick 80% solution will suffice.</p>

## **7. Physical Requirements/Work Environment**

Must be able to lift 50lbs; accomplish strenuous work on an ongoing basis in various conditions, including extreme heat and cold ; willingness to don waders and enter the garden pools; must have dexterity and be able to groom plants and prune with speed and accuracy; ability to work evenings, holidays and weekends as required.

### **Disclaimer Statement:**

*Every effort has been made to make your job description as complete as possible. However, this position description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform any other duties requested by their department supervisor.*

**Accepted By:** \_\_\_\_\_ **Date:** \_\_\_\_\_