

JOB DESCRIPTION

Position Title : Gardener, Grower

Written By: Janet Heter and Tabitha Schmidt

Position Reports to (Title): Horticulturist/Production

Effective Date: January 2019

Department: Gardens/Horticulture

Exempt/Non-Exempt: Part time, Non-Exempt

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

- 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.

Volunteers/Interns

- Provide direction and support for all volunteers and interns in your area.
- Evaluate volunteers and interns, train them as required.
- Ensure that they utilize the best horticultural practices in the Gardens.

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

Education	AAS or Bachelor's Degree in Horticultural field or related area.
Experience	2-3 Years in a botanical garden or similar field; preferred experience with Growing.
Knowledge	Operate necessary garden equipment and vehicle. Valid driver's license.
Communications	Written and oral communication skills. Timely and organized.
Core Competencies	<p>Action- Oriented and Nimble Learning 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>Cultivates Innovation 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>Managing Change & Improvement 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>Tech Savvy 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>Optimizes Work Processes 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>Situational Adaptability and Decision Quality 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</p>

	information; relies on a mixture of analysis, wisdom, experience, and judgment when making decisions; cconsiders all relevant factors and uses appropriate decision-making criteria and principles; rrecognizes when a quick 80% solution will suffice.
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7. Physical Requirements/Work Environment

Must be able to lift 50lbs; accomplish strenuous work an and 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:** _____