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Horticulture Technician - Job Description Summary

Position Overview

The Horticulture Technician is a skilled member of the Horticulture team responsible for maintaining the health, safety, and presentation of the Garden's grounds, pathways, trails, and cultivated areas. This position may specialize in irrigation systems, water feature management, greenhouse operations, Integrated Pest Management (IPM), or equipment maintenance.

This role requires outdoor work in all weather conditions and the ability to routinely lift up to 50 pounds.

Schedule: Full-time; Occasional evening, weekend, or holiday hours required for seasonal events or emergency repairs.

Key Responsibilities

The ideal candidate will support daily horticultural operations with leadership, expertise, and stewardship. Duties include:

Grounds & Plant Care

- Perform seasonal landscape and garden maintenance using hand and power tools
- Maintain planting beds, lawns, woodland areas, and hardscape spaces
- Apply proper horticultural techniques for soil preparation, planting, pruning, mulching, and fertilization

Irrigation & Water Systems

- Inspect, repair, and maintain irrigation systems including pumps and controllers
- Maintain ponds and fountains, including water levels, pumps, and aquatic health

Greenhouse & Equipment

- Support greenhouse operations including climate control systems and irrigation
- Safely operate and maintain horticultural equipment, tractors, and utility vehicles

Integrated Pest Management

- Implement sustainable IPM practices
- Ensure safe chemical handling, application, storage, and compliance documentation

Additional Duties

- Participate in staff meetings and Garden-wide initiatives
- Support major events (Pondamania, BOOtanical, Holiday Lights) including evenings/weekends
- Provide cross-departmental support as needed
- Perform other duties as assigned

Qualifications

Education & Experience

- Degree in Horticulture or related field preferred; equivalent experience considered
- Experience in sustainable gardening, woodland management, or public garden operations preferred
- Relevant certifications (e.g., pesticide applicator license) preferred

Skills & Requirements

- Strong horticultural knowledge and mechanical aptitude
- Ability to work independently and collaboratively
- Effective communication skills when interacting with staff, volunteers, and guests
- Valid driver's license required
- Conversational Spanish preferred

Compensation: \$16-\$19/hour, based on experience and licensure. Healthcare benefits and family membership included after 90 days.

Application Review: Rolling until filled

To Apply: Email cover letter, résumé, and 3 professional references (as one attachment) to Vincent Garzo, Director of Horticulture, at vgarzo@capefearbg.org with "Horticulture Technician" in the subject line. No phone calls, please.

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