
Esplanade Association

Job Title: Horticulturist (2)
Position Status: Full-time, seasonal (April to November), non-exempt
Reports to: Horticulture Manager

Position Description:

The Esplanade Association is seeking two experienced Horticulturists to provide direct support to EA's in-park Horticulture Program by providing care and maintenance of landscape areas including hardscapes, gardens, lawns, trees, shorelines, playgrounds and architectural features. The horticulturist will work under the general supervision of the Horticulture Manager, and with other horticulture staff, program staff, and volunteers to perform their duties.

The Horticulturist position requires the ability to recognize and adhere to best Horticultural practices in an urban park setting, including but not limited to, knowledge of plant identification, soil health, organic landscape practices, pruning, cultivation techniques, and general maintenance. In addition to routine horticultural duties, the position requires supporting in-park volunteer groups throughout the season.

About the Esplanade Association (www.esplanade.org):

The Esplanade Association (EA) is an 18-year-old non-profit dedicated to revitalizing, enhancing, programming, and maintaining the historic Charles River Esplanade in downtown Boston. The Esplanade is a 64-acre park revered for its natural beauty, riverfront access, miles of populated running trails, and thoughtful programming. Last year, the Esplanade Association launched a Tree Care Management and Succession Plan, helped bring a beer garden to the park, produced dozens of high quality events, and much more. It's an exciting time to join a growing team at a small, visible, and successful non-profit!

Responsibilities:

- Provide general landscape care and maintenance for all plants and their surrounding landscapes, hardscapes, playgrounds, architectural features, and perimeter according to an established schedule and organizational standards.
- Perform horticultural tasks such as mowing, string trimming, irrigation, basic irrigation system maintenance, weeding, mulching, raking sweeping, pruning, planting and other related duties.
- Maintain lawns using appropriate lawn care procedures.
- Brew, apply and maintain compost tea and equipment in accordance with Organic Land Care standards.
- Identify and document native beneficial insects and native plant species.
- Identify, document, and mitigate plant pests/diseases, volunteer species, and invasive species.
- Remove litter, debris, and graffiti from landscapes, paths, perimeter and gardens and perform other park maintenance duties as assigned.
- Support volunteer groups by providing instructions, safety protocol, and oversight on horticulture and general maintenance projects.
- Participate in staff meetings designed to establish goals and priorities.
- Assist in the preparation and attend special events as needed.
- Operate various types of equipment including utility vehicles, trailers, light or medium weight trucks, lawnmower, trimmer, chipper, hand tools, etc.

- Maintain tools and equipment in good working order and report items that require repair.
- Participate in training sessions.
- Submit daily reports (verbally and in writing) documenting work performed, plant identification, malfunctioning infrastructure, safety hazards, etc.

Qualifications:

- Associates or Bachelor's degree in relevant field preferred.
- Experience utilizing Northeast Organic Farming Association (NOFA) Standards for Organic Land Care preferred.
- NOFA Certification, as an Accredited Organic Land Care Professional (AOLCP) and/or Pesticide Applicators License would be a bonus.
- Demonstrated experience in landscaping, park maintenance, turf maintenance or horticulture.
- Demonstrated ability (or clearly demonstrated capacity) to effectively work with volunteers.
- Ability to safely operate and/or drive a variety of light and heavy equipment.
- Computer proficiency
- Strong attention to detail and able to think critically, troubleshoot issues as they arise.
- A willingness to learn and advance one's skill sets.
- Interact with colleagues and Park patrons in a courteous and professional manner with a commitment to a positive public experience.
- Display the necessary initiative and dependability to work alone or in groups.
- Must possess a valid Massachusetts driver's license that is in good standing at time of appointment and for duration of employment.
- Must be able to work outside in all types of weather, kneel, stand for periods of time, and able to lift 50 pounds.
- Will be required to complete a ICORi background check

Logistics:

- This is a full-time (5 days/37.5 hours/week), seasonal position from mid-April through mid-November 2019.
- Hours will be 7:00am – 3:00pm, (1) Monday through Friday and (1) Tuesday through Saturday.
- Flexibility is required to accommodate occasional evening or weekend events and holidays.
- Participate in the Annual Meeting, Charles River Cleanup, Esplanade 5K, Summer Dock Party, and Moondance Gala, which includes working as event staff the day of event, and attending pre- events as assigned
- Participate in organization-wide events and meetings as assigned.
- Hourly pay will be commensurate with experience.
- Paid Time Off, Health, Dental, 401k and Commuter benefits are available.
- Professional development opportunities available.
- Employees who perform exemplary work will be provided an offer to return for the following season.

Application Process:

- Please email cover letter, resume, and 3 references to: jobs@esplanade.org with job title in the subject line.

The Esplanade Association is an Equal Opportunity Employer. The Esplanade Association does not discriminate on the basis of race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status or any other basis covered by appropriate law. All employment is decided on the basis of qualifications, merit, and nonprofit need.