
Esplanade Association

Job Title: Horticulturist
Position Status: Full-time, Exempt
Reports to: Horticulture Manager

Position Description:

The Esplanade Association (EA) is seeking an experienced Horticulturist 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 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 & cultivated beauty, riverfront access, miles of populated running trails, and thoughtful programming. Last year, the Esplanade Association completed planning studies in pathway safety, tree succession, invasives management, and interpretive services while partnering to launch a new beer garden, producing 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!

Principal Responsibilities:

- Work closely with supervisor to carry out prioritized park landscaping, maintenance and improvement projects and needs, including:
 - Monitoring, maintaining, caring for, and planning for the installation, care and/or replacement of the park's tree, shrub, and herbaceous collections;
 - Irrigating plantings as needed, and maintaining irrigation systems at selected sites;
 - Carrying out soil testing and monitoring compaction; adapt organic procedures as soil data dictate.
 - Manage compost program, including compost tea brewing and applications;
 - Maintaining park benches, chairs and other fixtures as needed.
- Communicate as necessary with DCR staff on both on-going issues (construction projects, events, maintenance, safety, etc.) and ad hoc issues (fallen tree limbs, graffiti, animals, repairs, etc.).
- Actively assist Horticulture Manager in the development and implementation of a park-wide IPM and Horticulture Plan.
- Research and implement organic procedures and protocols including, sourcing products researching equipment and implementation techniques to increase quality and efficiency of all plant healthcare related activities.
- Work with the Volunteer Manager on volunteer group projects, provide volunteers with instruction and oversight on planting, invasive plant species removal, maintenance practices and safety issues.
- Assist with the maintenance and upkeep of equipment, tools, and vehicles.
- Manage special projects related to horticulture/green infrastructure/freshwater/invasive plant management.
- Collaborate with marketing staff by sharing information/pictures for website, publicity and education.
- Assist Horticulture Manager with presentations on horticultural topics to board members and key stakeholders
- Attend meetings (public + internal) pertaining to public development, horticulture, and freshwater issues.
- Assist Horticulture Manager in research, contribute to and/or write grants as appropriate.

- Prepare reports and other materials for board meetings as directed.
- Assist Horticulture Manager with the development of horticulture/maintenance budgets.
- Assist in supervising summer interns, volunteers and others.
- Manage and interpret soil data; create databases for monitoring annual soil health trends.
- Prepare and submit weekly updates.
- Maintain a variety of records, including inventory of native and invasive species, plantings, etc.
- Manage and update tree inventory, labeling and mapping in ArcGIS and other databases.

Qualifications:

- Associates or Bachelor's degree in relevant field or 5 years horticulture, gardening and/or landscaping experience required
- Strong plant identification skills required
- Massachusetts pesticide applicators license a plus
- MCH, MCA, ISA or AOLCP
- 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.
- Excellent written, verbal, organizational, and interpersonal skills and the ability to build strong professional relationships
- Computer proficiency
- Ability to work independently or with a group and a proactive approach to problem solving
- A love for public parks and appreciation for the management of a dynamic, historic public space
- Interact with colleagues and Park patrons in a courteous and professional manner with a commitment to a positive public experience.
- 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 and bend, stoop, reach, carry up to 50 lbs., crawl, climb, and lift as necessary to carry out duties
- Will be required to complete a ICORi background check

Logistics:

- Work hours are Monday through Friday, and occasional weekend days will be required.
- Flexibility is required to accommodate evening and weekend events, holidays, and some limited travel.
- Participate in signature organizational events and meetings, which may include but not be limited to staff, Board, volunteer, fundraising, and programming activities as assigned
- Salary is commensurate with experience.
- Paid Time Off, Health, Dental, HSA, 401k, and Commuter benefits are available.

Application Process:

- Please email cover letter, resume, and 3 references to: jobs@esplanade.org with job title in the subject line.
- Cover letter must address the following question: What is your favorite public space and why?
- Each file name should include applicant's last name.
- No phone calls, please.

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, nonprofit need, and wanting to enjoy who we work with.