Esplanade Association

POSITION DESCRIPTION: Seasonal Horticulturist

JOB TITLE: Seasonal Horticulturist
DEPARTMENT: Horticulture
REPORTS TO: Director of Park Operations
POSITION STATUS: Full-time, seasonal (June to November), non-exempt

POSITION OVERVIEW: 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 Director of Park Operations, 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 a 20-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. In the last few years, EA launched the Lasting Esplanade Arbor Fund (L.E.A.F.) Initiative, curated three public art murals and a winter illumination experience at the Hatch Shell, produced roughly 70 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.
• 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 is a plus.
- 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.
- Ability to effectively communicate in English, reading/writing and verbally
- 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.

**Logistics:**

- This is a full-time (5 days/37.5 hours/week), seasonal position from June through mid-November.
- Hourly pay will be $17.
- Work hours are Monday through Friday, 7am to 3pm, and occasional weekend days will be required.
- Flexibility is required to accommodate evening and weekend events and an occasional holiday.
- Participate in signature organizational events and meetings, which may include but not be limited to staff, Board, volunteer, fundraising, and programming activities as assigned
- Paid Time Off, Health, Dental, Health Savings Account, 403 (b) 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.
- Applicants are subject to Criminal Offender Record Information (C.O.R.I) check, however, we believe in rehabilitation and will provide any applicant the opportunity to address past work and life experiences

**Application Process:**

- Please email cover letter and resume to: jdoyle@esplanade.org with the **Horticulturist** job title in the subject line.
- Cover letter must answer to this question: “What is one of your favorite public spaces and why?”
- Each file name should include applicant’s last name.
- No phone calls, please.

*The Esplanade Association is an Equal Opportunity Employer and greatly encourages candidates of all backgrounds to apply. Diversity of opinions, experiences, and backgrounds is a key and valued component of our work to promote a welcoming, accessible, and inclusive experience on the Esplanade through an organization that is itself diverse and inclusive.*