Job Title: Greenhouse Grower

Memphis Botanic Garden is a 96-acre garden in the heart of urban Memphis featuring 30 display gardens and a wide array of educational programming and community events. The Garden is currently seeking applicants for the position of a Greenhouse Grower in the Horticulture Department.

Candidates for this position should have two years of directly related experience in the horticulture industry. They should have a foundational knowledge of different types of common plants and how to properly care for them, including watering, grooming, fertilizing, and light requirements. The Garden also curates a wide variety of unique and rare exotic plants - detailed knowledge of these and of their care is not required, but the successful candidate must be willing to learn these things from Horticulturists who specialize in this area. They must work well with others, be accepting of direction, and excited to learn. We consider our work to be rooted in service to others at its core, so candidates should be willing and able to coordinate and facilitate learning and volunteer opportunities.

At the Garden you’ll find purpose in growing beautiful plants for the community of Memphis and beyond The successful candidate will become a part of our wonderful, talented, and knowledgeable staff, and help to create a place of beauty and refuge within the urban landscape.

Vision Statement of Horticulture Department:
To make the Memphis Botanic Garden a place where people can be immersed in the truly beautiful, connect with nature, and leave having gained a deeper appreciation, understanding, and relationship with the beauty and magic of plants!

Mission of the Horticulture Department:
To be a place of the utmost horticultural excellence. To create gardens that are thoughtfully designed and lovingly tended. To showcase a global scope of nature’s beauty. To provide a resource for the public to increase their knowledge of horticulture and engage with nature in meaningful and impactful ways.

When we do our work well, it becomes immeasurably important work, far beyond the necessary day to day task of digging holes and pruning. Beauty such as we are striving to provide brings with it empathy, rest, joy, and hope!

Type: Full Time / Hourly

Reports to: Horticulture Manager

Primary Responsibilities:
• **Growing and maintaining the health of plants for various purposes**, including for our spring/fall plant sales and for use on the grounds. The majority of our plants are grown in-house: from seed, through propagation, or grown out from plugs. We have also recently changed our focus to include a large percentage of regional natives and nativars, so developing knowledge of these is expected. Candidates should also be well-versed in best practices of overwintering plants in greenhouses.

• **Practicing safe pesticide, herbicide, and chemical use.** This includes treatment for pests on plants and in greenhouses, herbicides to control weeds in greenhouses and hoop houses, and chemicals used for maintaining cleanliness in all areas.

• **Maintaining cleanliness and organization in all areas.** Areas include: greenhouses, hoop houses, potting areas, storage areas, outdoor nurseries, and shared work spaces. You will be responsible for establishing and maintaining daily and weekly cleaning and sanitation procedures in the greenhouses and for ensuring these are practiced by others using the spaces.

• **Ensuring good working order of greenhouse spaces.** Familiarity with features such as cooling walls, heating, fans, manual ventilation, and irrigation is needed. You must be willing to learn the operations of these in order to work with the Facilities Manager to proactively ensure good working order.

• **Cultivating a dedicated volunteer base.** Ongoing preparation for our spring and fall plant sales is one of the most time- and labor-intensive responsibilities of this position. Although you will have the opportunity to mentor seasonal interns, you will need to rely heavily on volunteers to effectively handle plant sale related tasks such as regularly potting up and labeling of hundreds of plugs, staging the nursery, pricing and grooming of inventory, and other plant sale tasks. You will be expected to create and monitor an account on Volunteer Odyssey and to respond to queries in a prompt manner. It is highly recommended you also seek opportunities to build and maintain your core group of dedicated volunteers by cultivating relationships with local organizations, such as Memphis Area Master Gardeners.

**Education/Experience:**

• Minimum two years of hands-on, relevant horticultural work experience required

**Attributes:**

• Customer service oriented
• Detail oriented
• Passionate about plants
• Willing to engage with visitors
• Must be humble, teachable, and servant hearted
• You will be part of a team and the ability to be positive, work ahead, and get along with co-workers is a must!

**Physical Requirements:**

• Ability to stand for long periods of time
• Must be able to lift, push, pull or carry objects weighing up to 50 pounds
• Ability to stoop, kneel, crouch, crawl, climb, balance
• Ability to work in outdoor environment, including exposure to heat, cold, humidity & allergens
• Must be able to work with hand/power tools
• May be required to perform tasks at varying heights requiring ladders
• Manual dexterity
• Hearing and visual acuity including close, distance, color, peripheral vision, depth perception, and the ability to adjust focus

**Typical Working Conditions:**
• Regularly works outdoors in both hot and cold conditions
• Frequently exposed to wet and/or humid conditions
• Occasionally exposed to risk of fumes, airborne particles, toxic or caustic chemicals
  (appropriate PPE will be provided)

**Special Requirements:**
• Must submit to and pass a background check and drug screening.
• In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form upon hire.
• Must be able to work 40 hours per week, Monday through Friday.

Compensation is $17+ an hour and is commensurate with education, skills, and experience. Full benefits package offered including health, dental, and vision insurance plans, paid sick leave and paid vacation, 12 paid holidays annually, and a 401k match program.

If interested, please email resume with three contactable references to Daniel Grose, Director of Horticulture, at daniel.grose@membg.org, cc: Faye Brown, Horticulture Manager faye.brown@membg.org.

Note: reference letters are optional, but preferred.