

<b>Position:</b>	Horticulturist
<b>Department</b>	Landscape (Cemetery Operations)
<b>Reports to:</b>	Director of Living Collections and Curator
<b>FLSA Status:</b>	Full-Time, Non-Exempt
<b>Location:</b>	The Green-Wood Cemetery, Brooklyn, NY
<b>Terms:</b>	This position is governed by the collective bargaining agreement (CBA) between The Green-Wood Cemetery and Teamsters Local 810 and subject to its probationary provisions.)
<b>Compensation:</b>	\$39.98/hour; 40 hours per week (compensation is governed by the CBA)

## ABOUT THE DEPARTMENT

Green-Wood's Department of Landscape oversees the preservation and care of its historic 478-acre grounds. The team manages all aspects of the landscape, including monuments, the arboretum, grasslands, gardens, and water bodies. Through integrated conservation practices and climate-adaptive strategies, the department protects historic features, supports biodiversity, and enhances ecosystem services. Combining expertise in historic preservation, ecological management, and horticulture best practices, the department safeguards the long-term health, beauty, and integrity of Green-Wood for generations to come.

## ABOUT THE ROLE

Reporting to the Director of Living Collections and Curator, the Horticulturist supports the Department of Landscape's mission to expand plant diversity, enrich habitat, and sustain the ecological health of Green-Wood's 478-acre grounds. The role maintains ornamental gardens, naturalized plantings, wildflower meadows, and woody collections while contributing to comprehensive year-round landscape stewardship. This is a hands-on, field-based position requiring daily outdoor work across varied terrain.

## ESSENTIAL DUTIES

### Plant Care

- Maintain trees, shrubs, perennials, annuals, and bulbs across assigned garden areas.
- Perform seasonal horticultural tasks, including pruning, weeding, mulching, planting, removals, watering, soil remediation, and greenhouse care.
- Monitor plant health using Integrated Pest Management (IPM) principles, including scouting, identifying, and reporting pest or disease issues.
- Promptly report plant health concerns, landscape damage, or safety issues to supervisors.

### Maintenance & Tools

- Maintain clean, safe, and well-groomed planting beds and garden areas by clearing litter and debris.
- Inspect, maintain, and repair landscape features such as tree protection, vine support, horticultural signage, and garden paths to ensure safe, functional conditions.

# GREEN-WOOD

- Safely operate and maintain horticultural hand tools and power equipment, including chainsaws, in accordance with training and safety standards.
- Utilize mobile applications (e.g., ESRI WorkForce) and basic computer tools for recordkeeping, documentation, communication, and training.

## **Collaboration & Support**

- Support snow and ice removal operations as assigned.
- Assist the Tree Crew arborists as a ground crew member during large tree work as needed.
- Provide guidance to seasonal staff and interns on horticultural best practices and safety procedures.
- Support volunteers during public horticulture events and educational programs, including setup and breakdown of tools and materials, and providing instruction and safety oversight.
- Engage with visitors by answering basic horticulture questions and representing Green-Wood's mission and care practices.
- Participate actively in team meetings to align priorities and support department-wide coordination.
- This position does not supervise permanent staff but may provide guidance to seasonal employees, interns, and volunteers.

## **QUALIFICATIONS**

- 2–3 years of professional horticulture experience, preferably in public gardens, historic landscapes, or urban green spaces.
- Solid knowledge of planting design, soil health, and plant identification (particularly Northeast U.S. flora).
- Familiarity with Integrated Pest Management (IPM) principles and pest monitoring practices.
- Proficiency with horticultural tools, techniques, and equipment operation.
- Excellent organizational, time management, and communication skills.
- Ability to perform physically demanding outdoor work in all weather conditions, including use of ladders and navigating uneven terrain.
- Valid New York State driver's license required and must be maintained throughout employment. Individuals operating cemetery vehicles must provide proof of a valid license and a minimum five-year driving history for insurance purposes.
- Completion of an approved 8-hour NYSDEC pesticide apprentice course required within 90 days of hire.

## **WORKING CONDITIONS**

- Work is performed primarily outdoors across Green-Wood's 478-acre landscape in varying weather conditions, including heat, cold, rain, and snow.
- Frequent exposure to soil, pollen, insects, fertilizers, and horticultural chemicals.
- Requires bending, lifting, kneeling, and extended periods of standing or walking on uneven terrain.
- Required to wear protective clothing and equipment and adhere to all safety and environmental protocols.

- Occasional weekend, holiday, or early-morning assignments may be required to support seasonal planting, public programs, or weather-related response work.

## PERFORMANCE STANDARDS

Success across the Department of Landscape — including the Horticulturist role — is measured by the following shared metrics:

- **Landscape Stewardship:** Contribute to timely and high-quality care of turf, trees, meadows, gardens, and living collections, with accurate documentation through GIS and related systems to preserve Green-Wood's historic landscape integrity.
- **Ecological Advancement:** Support and implement biodiversity, sustainability, and climate-adaptive strategies that enhance ecosystem services and strengthen long-term environmental resilience across the 478-acre landscape.
- **Team Excellence & Collaboration:** Participate in ongoing training to maintain compliance with safety regulations and horticultural best practices. Contribute to a culture of collaboration by proactively solving challenges and working effectively across departments.
- **Public Engagement & Representation:** Engage respectfully with visitors, address public questions or concerns thoughtfully, and contribute to a positive community experience that reflects Green-Wood's mission of care, education, and stewardship.
- **Operational Effectiveness:** Promote efficiency in daily workflows, support responsible resource use, and contribute to the overall effectiveness of horticultural operations through organized documentation, communication, and coordination.

## DISTINGUISHING CHARACTERISTICS

The Horticulturist serves as a skilled practitioner in plant care, garden maintenance, and ecological landscape management within Green-Wood's Department of Landscape. The role blends technical horticultural expertise with environmental stewardship, supporting the health, beauty, and sustainability of Green-Wood's living collections while advancing the institution's mission of preservation, education, and community engagement.

## **TO APPLY**

Submit a resume and brief cover letter highlighting relevant horticultural experience and interest in working within a historic landscape setting to [hiring@green-wood.com](mailto: hiring@green-wood.com) with the subject line: **Horticulturist: [Your Last Name]**.

## ***Selection Process***

Qualified candidates may participate in a multi-step evaluation process, including:

- Interview with Horticulture leadership.
- Written examination (70% minimum to advance).
- Practical skills assessment (plant identification, tool proficiency, applied techniques).

## ***Union & Employment Conditions***

This position is governed by the collective bargaining agreement (CBA) between The Green-Wood Cemetery and Teamsters Local 810. All employment terms—including wages, hours, benefits, seniority, and probation—are governed by the CBA.

New employees are subject to a 60-day probationary period under the CBA. During this period, the Department conducts a structured practical evaluation to assess applied skills and safety practices. This evaluation does not supersede or modify the CBA.

Employment is contingent upon verification of required credentials, successful completion of required evaluations, and compliance with all applicable safety, training, and union requirements.

## ***Equal Employment Opportunity & Pay Transparency***

Green-Wood is an equal employment opportunity employer that prohibits discrimination against applicants and employees on the basis of race, color, religion, sex, gender, national origin or ancestry, age, disability, pregnancy, sexual orientation, gender identity, marital status, domestic partner status, military or veteran status, citizenship status, and any other basis or characteristic protected by federal, state, or local law.

As required by NYC law, the salary range for this position is disclosed. Actual salary will depend on experience, education, and qualifications.