SPOTTS
GARDEN SERVICE

Urban Gardener

Position Description

Spotts Garden Service cultivates people's most intimate green spaces, their gardens. As a team, we shape custom gardens into interactive, functional, healthy, and beautiful places for the people who live in them. Urban gardeners are a fundamental part of that team.

This urban gardener position is designed to introduce novice gardeners to professional gardening in order to develop team leaders for Spotts Garden Service. As an urban gardener, you will work exclusively outside, weeding, mulching, pruning, and planting.

At Spotts Garden Service, we value innovation and continuing education. By working directly with both native and exotic plants, you will expand your ability to identify and manage garden plants of all kinds. In addition, we encourage you to pursue conferences, certifications, or courses that benefit you and Spotts Garden Service.

Qualifications

The Urban gardener:

- Enjoys being outdoors and being part of a team.
- Shows an interest in plants and in creating beautiful gardens.
- Is able to maintain morale in hot, cold, and wet conditions.
- Is able to lift 40 pounds. Being an urban gardener is a physical job. Even if you cannot currently lift 40 pounds, your endurance will increase over time.
- Is able to understand and follow all safety policies and protocols.

Duties

Urban gardeners:

- Under the direction of the lead gardener, perform general maintenance on client gardens such as weeding, pruning, mulching, planting, transplanting, edging, etc.
- General maintenance of client's gardening also will include mowing, leaf and invasive plant removal, hardscape work and seasonal snow removal.
- Work as part of a team, following specific instructions and assisting your teammates.

- Manage tools and maintain a functional garage, including packing and unpacking trucks, cleaning tools, organizing the garage, and caring for plants that are being held on site.
- Work 35-40 hours during a four-day work week from March to mid-December (dates may vary based on weather conditions.)
- Share your creative ideas with the team and leaders to help enhance the customer's garden.

Hiring Process

The stages of our hiring process are:

- Telephone interview
- Followed by an in-person interview (1 to 1.5 hours)

If you are hired:

- Your first day is a half-day, paid orientation (4 hrs).
- You will then begin full days in the field (9 to 10 hours).
- You will receive performance reviews 30 days after starting.

Promotion Process/Career Path

- Opportunity to become a crew lead if these requirements are met
    - Exhibit skills needed and interest in becoming a crew lead
    - Possesses a drivers license and clean driving record.
    - Has at least one (1) year of professional gardening.
    - Experience driving trucks with trailers, additional training is available at request.
    - Seeking long-term and full-time employment.
- See the 'Lead Gardener' position for more information
- Paths for promotions can be discussed during performance reviews or during a meeting requested by the Urban with the Executive Director.

Pay and Benefits

- The pay rate for a full-time urban gardener is $17-$22 per hour.
- A $125 gear stipend after 90 days of employment.
- Full-time Urban Gardeners start accruing PTO after 90 days of employment with up to 40 hours possible in a calendar year.
- Ability to opt in to a Simple IRA with a 3% match