**Job Classification:** Full-Time

**Work Schedule:** As negotiated in Offer Letter

**Reporting Relationship:** Horticulture and Grounds Manager

**Primary Accountabilities:**

This work involves the care and maintenance of various types of flora, landscape, and hardscape in various locations throughout the zoo.

**Major Duties:**

* Installs exterior and interior seasonal and ornamental plantings in the zoo. Performs related maintenance on flowers, shrubs, containers, and trees. Includes cultivating, transplanting, irrigating, pruning, trimming, mulching, watering, weeding, spraying, and fertilizing. Maintains turf grass areas, including irrigating, planting, mowing, trimming, and fertilizing. Propagates plant materials by various means (seed, cuttings, divisions, etc.) either in the field or greenhouse/nursery environment.
* Needs to be familiar with the use of tools, equipment, and chemicals to effectively perform the job. Operates a variety of light and heavy equipment including tractor, tiller, skid loader, golf cart, power, and hand tools.
* Oversees a strategic landscape plan throughout the zoo in line with the zoo’s vision and master plan. Will work closely with the animal care staff for landscape needs for exhibits and edible plant life used as enrichment. Works with animal care staff on training and ensuring safe edible browse are offered as enrichment or diet.
* Inspects for, identifies, and treats pests and disease on exterior and interior plants as needed.
* Maintains a positive and proactive approach at work for the success of the zoo. As a representative of the zoo, an ambassador for our zoo as a whole and its future, She/he is looked upon to provide the best customer service for our guests while conducting him/herself in a professional manner. She/he is to follow the zoo’s value statements, practice the vision statement and be true to the zoo's mission.
* May be asked to participate in committees established by the Zoo. Active in an AZA/ AZH program in some capacity.
* Knowledge of horticulture/botanical terminology, practices, methods, tools, materials. Knowledge of soil necessary for various plant life, and effective use of fertilizer.

**Required Qualifications:**

* Degree from an accredited four-year college or university in horticulture, floriculture, or related field preferred.
* Valid Kansas driver’s license, or ability to acquire one once hired.
* Ability to pass pre-employment screening, including criminal background check.
* Reliable and punctual attendance habits. With high quality performance.
* Experience working in a public garden, zoo, or similar facility preferred. Experience in landscape maintenance, landscape construction, nursery, irrigation or similar is accepted.

**Physical Demands:**

* Ability to frequently reach with hands and arms. Along with the ability, be able to bend, lift, pull, twist, push, squat and drag. Have good “hand/ eye” coordination.
* Ability to routinely lift, carry, or move fifty (50) pounds.
* Ability to stand and sit for periods of time and to move intermittently throughout the workday.
* Ability to regularly walk assigned area several times per day and efficiently enter all enclosures.
* Ability to safely handle and operate hand tools, power tools, and other equipment necessary to conduct assigned tasks.
* Ability to work both indoors and outdoors, with exposure to extreme temperatures and inclement weather conditions; the environment may include wet, icy, or muddy conditions.
* Have good time management while showing productivity.

**Work Environment:**

* Regularly exposed to outdoor weather conditions.
* Interaction with staff and customers, including demanding or difficult customers and/or situations.
* Although most work performed is within scheduled hours, some irregular hours on evenings, weekends, and holidays may be necessary. Willingness to work flexible schedules when necessary including weekends, holidays and nights.
* Knowledge of the principles and techniques pertaining to horticulture and arboriculture. Pond maintenance or willingness to learn preferrable.
* Knowledge of the dangers & precautions taken in handling & working around dangerous animals.
* Has knowledge of toxic plant life of Kansas and of tropical species, edible browse, flowers, and other vegetation
* Familiar with browse gardening.
* Knowledge in training techniques; able and willing to be critiqued for improvement.
* Able to adapt to constant change, pressure and stressful situations when working with animals.
* Able to stay calm, respond quickly when emergencies occur.

**Additional Duties:**

Additional duties and responsibilities may be added to this job description at any time. The job description does not state or imply that these are the only activities to be performed by the employee(s) holding this position. Employees are required to follow any other job-related instructions and to perform any other job-related responsibilities as requested by their supervisor.

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Employee Signature Date Supervisor Signature Date