

## **GARDENER**

### CLASS DESCRIPTION

#### General Responsibilities:

This is specialized manual work in the performance of year round maintenance of horticultural specialty gardens for Olbrich Botanical Gardens and Conservatory, Monona Terrace Convention Center and other City agencies. The work involves the performance of a wide variety of functions specific to horticultural plantings and display gardens which may include trees, shrubs, annuals, perennials and tropical plants. Under limited supervision, work is performed to various standards as established by each agency and supervised by horticultural professionals or staff as may be designated at each agency. Employees in this class may also provide direction to seasonal/hourly employees, summer interns, Huber workers from the Dane County Jail, and volunteers.

#### Examples of Duties and Responsibilities:

Design, and plan for four season interest in assigned display gardens. Select the most sustainable designs and plant selections for the particular locations. Tasks include planting, watering, pruning, mowing, fertilizing, working with chemicals, seeding, mulching, dividing perennials and other plant materials, weeding, cultivation, planting, and disposing of soil and debris. Operate equipment such as riding and push mowers, trucks, tractors, trimmers, forklifts, rototillers, lifts, irrigation equipment and sprinklers, snow and debris blowers, power sprayers, power hedge trimmers, edgers, utility carts, sweepers, etc.

Perform and/or direct others in the planting, cultivation, and general care of a wide variety of trees, shrubs, annuals, perennials, and tropical plants in both indoor and outdoor gardens. Perform activities associated with watering, insect, weed, and plant disease control programs, such as pruning and application of insecticides, fungicides, herbicides, fertilizers, and growth regulators.

Propagate plants as directed through cuttings, grafting and other means. Transplant, and plant according to designs so that plant materials are installed according to their environmental needs in the most appropriate locations for the most sustainable outcome. Establish and maintain turf lawns and low-maintenance alternatives to traditional turf lawns.

Design seasonal plant and/or flower shows, and prepare and set up plant materials and displays for special events in a collaborative effort with other program staff and volunteers. Provide information to the public and media, as required.

Teach classes in area of expertise, write newsletter articles, and provide tours of gardens to the general public, garden club groups and horticultural professionals, as needed.

Repair garden equipment and perform preventative maintenance functions.

Perform various maintenance tasks, such as, snow removal, painting and cleaning.

Perform related work as required.

## QUALIFICATIONS

### Knowledge, Skills and Abilities:

Knowledge of horticultural/ornamental gardening maintenance practices and procedures with an emphasis on sustainable techniques. Knowledge of plant materials, methods of care, propagation and pruning techniques. Knowledge of plant diseases, pests, and control methods and plant growth theory. Knowledge of the tools and equipment used in garden and grounds maintenance. Ability to understand and follow oral and written instructions. Ability to operate and perform basic maintenance and adjustments on equipment used in the gardens, greenhouses, and/or conservatory. Ability to perform heavy manual and semi-skilled tasks for extended periods of time. Ability to deal tactfully and courteously with the general public. Ability to provide directions to seasonal/hourly, intern, Huber worker, and volunteer personnel. Ability to establish and maintain effective working relationships. Ability to maintain adequate attendance.

### Training and Experience:

Generally, positions in this classification will require:

One year of experience in the cultivation, growth, and care of plants in indoor and/or outdoor growing conditions. Completion of a one-year post-high school horticulture program or 15 college credits in horticulture may be substituted for six months of experience. Completion of an Associate's Degree or Bachelor's Degree in horticulture, botany, or a related field including intern or field experience performing year round maintenance of horticultural specialty gardens may be substituted for the experience requirements. Other combinations of training and/or experience which can be demonstrated to result in the possession of the knowledges, skills, and abilities necessary to perform the duties of these positions will also be considered.

Specific training and experience requirements will be established at the time of recruitment.

### Necessary Special Qualifications:

Possession of a valid driver's license.

Possession of, or ability to obtain, a Wisconsin State Pesticide Certification within the first six weeks of employment and to maintain certification. Failure to obtain/maintain the required certification may result in forfeiture of the position, absent extenuating circumstances.

### Physical Requirements:

Employees in this position must be able to lift/carry objects, including plants, fertilizer, mulch, and soil weighing up to 50 pounds. This position requires a high percentage of work outdoors in all types of weather including extreme summer heat and winter cold. In addition, employees must be able to frequently bend, twist, squat, kneel, and reach for extended periods of time. Employees will be expected to safely use chemicals such as pesticides, fungicides, herbicides, fertilizers and beneficial organics such as insects and nematodes.

<b>Department/Division</b>	<b>Comp. Group</b>	<b>Range</b>
Public Works/Parks/Olbrich Gardens/ Monona Terrace	16	09

Approved: \_\_\_\_\_  
Brad Wirtz  
Human Resources Director  
Date