



## Houston Botanic Garden Vice President of Horticulture

**Job Title:** Vice President of Horticulture

**Job Location:** Houston Botanic Garden Site

**Department:** Horticulture

**Status:** Full time, Exempt

**Reports to:** Claudia Gee Vassar, President & General Counsel

**General Description:** The purpose of the position of Vice President of Horticulture is to integrate the priorities of the Master Site Plan with a bold vision for horticultural development. Through the articulation and execution of this vision, including the formation and leadership of a high quality horticultural team, the Director is responsible for the initial development and continued enhancement of the Garden which will result in the highest quality of visitor experience.

**Detailed Description:**

- Working closely with the President & General Counsel and Board, articulate and implement a vision for the horticultural program based on the Master Site Plan and sustainably direct that program utilizing the most progressive management approaches.
- Lead all horticultural initiatives in collaboration with the senior management team and various Board committees in order to ensure an integrated and strategically focused outcome.
- Hire, manage, evaluate and lead a staff of professional and skilled employees to develop and maintain the Garden according to the site plan.
- Collaborate with other departmental professional staff in the areas of education, research, fundraising and communications in order to develop programs and strategies for attaining horticultural goals through those disciplines.
- Develop and maintain strong relationships with institutions of higher education for the purpose of developing joint research initiatives, faculty resources and student internships; with other public gardens for plant/seed trading and collaborative projects; with nurseries for plant procurement; and with other nonprofit organizations for research and other partnerships.
- Assist with identifying, soliciting and cultivating fundraising sources for horticulture initiatives to include individual and corporate donors as well as federal, state, and local grant opportunities.

- Initiate and develop collaborative projects with professional societies, academic institutes, universities and other public gardens and associations.
- Represent the Garden to a variety of stakeholders and interested parties.

### **Work Experience Requirements**

- Proven expertise in ornamental horticulture, garden design, and sustainable landscape management.
- Strong communication and personal presentation skills, including the ability to speak extemporaneously and to write effectively to a wide range of audiences including donors, foundation professionals, corporate executives, elected officials and key governmental administrators.
- High level of organizational skills, displaying advanced planning and resourcefulness and creativity in addressing unforeseen problems.
- Proven leadership traits such as adaptability, resilience, open-mindedness and emotional control.
- Experience working with a diverse team of contractors such as landscape architects, equipment vendors, nurserymen, tradesmen and project managers.
- Experience in hiring and managing employees, along with the ability to prioritize work activities and delegate individual responsibilities with clarity and as part of a high-performing team.
- Experience in project management, construction and/or garden development projects.
- Ten years of progressive supervisory experience and demonstrated success in a similar role at another public or private garden or its equivalent.
- An advanced degree in a relevant discipline such as horticulture, landscape architecture, ecology, public garden management or related academic tracks highly desirable.
- Familiarity with the native flora and ecosystems of the coastal plains as well as knowledge of woody and herbaceous plants hardy and reliably grown in such climates desirable.
- Spoken Spanish as a second language desirable.
- Working knowledge of plant accession databases, such as BG-Base and Iris BG, desirable.
- Experience operating large equipment and a CDL license desirable but not essential.

**Compensation:**            Commensurate with experience