



POSITION GUIDE

ORGANIZATION:	Houston Botanic Garden
POSITION:	Vice President of Horticulture
REPORTS TO:	President & General Counsel
LOCATION:	Houston, Texas

MISSION

The mission of the Houston Botanic Garden is to enrich life through discovery, education and the conservation of plants and the natural environment.

VISION

The splendor of Houston's biodiversity will be explored and enjoyed in a beautiful and serene setting. The Garden will provide outstanding displays and programs, serve as a model for sustainability and inspire all who visit to become environmental stewards as they learn more about plants and the vast natural world. The Garden will be an oasis, allowing visitors to find beauty and serenity, celebrate memorable events, and discover opportunities for healthy living.

ABOUT HOUSTON BOTANIC GARDEN

In 2002, some of Houston's leaders, who for many years had a shared vision for establishing a world class botanic garden in Houston, one of the only major cities that did not have one, spearheaded the creation of the Houston Botanic Garden (HBG), a nonprofit organization governed by a board of directors to bring that vision to life. Their efforts focused on establishing a public-private partnership which would generate broad support for undertaking such an initiative. In 2015, the City of Houston granted HBG a long-term renewable lease on a 120-acre public golf course on Sims Bayou valued at approximately \$50 million. Shortly thereafter, the internationally renowned landscape

and architectural design firm, West 8, was retained to create a Master Site Plan that would guide the development of the property over the next 20 to 30 years.

In 2017, HBG launched a \$30 million capital campaign, *Grow Houston's Garden*, to fund the first phase of the master plan. Specific plans for this phase will include year-round collection and display gardens, a children's discovery garden, regional ecosystem nature areas, an expanded tree canopy to provide shade, an entrance bridge and drive off Park Place Boulevard, event spaces, extensive infrastructure, administrative offices and parking. To date, HBG has raised over \$21 million in cash and pledges. The grand opening is scheduled for the end of 2020.

THE OPPORTUNITY

Working closely with the President and all key stakeholders, the Vice President will have the rare opportunity to build, from scratch, a world-class garden which will be distinguished by the plant materials, ornamental displays, innovative designs and features indigenous to the region. The Vice President will also be a key participant in the development of educational programs and collaborative research initiatives with schools and universities in the area.

The Houston Gulf Coast region is one of the most ecologically diverse major urban areas in the country. The HBG property, which spans Sims Bayou, is a prime example of Gulf Coast habitat. The site of the Garden consists of two main areas: the Island, created by the original bayou meander and a new Sims Bayou channel, and the South Gardens. Its location along the bayou, mature native trees and varying topography are significant existing assets. In addition to making the property esthetically pleasing and extremely enjoyable for walking, these features will also improve drainage and resilience during major rain events.

The property to be developed is located just south of the I-610 Loop and a few blocks east of I-45 near Hobby Airport in the Glenbrook area of Houston. The site's proximity to Downtown Houston and major freeways make HBG easily accessible to local visitors, school groups, university students and families who live throughout the City as well as tourists.

POSITION SUMMARY

Reporting to the President, the overarching responsibility of the Vice President of Horticulture is to envision, implement and then sustainably manage the horticultural aspirations contained in the Master Site Plan (as revised from time to time) of the Houston Botanic Garden. The Vice President will 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. The Vice President will assist with identifying, soliciting and cultivating government grants and participate in efforts with individuals and corporation to support funding horticulture initiatives. The Vice President will be responsible for initiating and developing collaborative projects such as education and research with professional societies, academic institutes, universities and other public gardens and related organizations.

CANDIDATE PROFILE

We seek an accomplished professional who demonstrates proven expertise in horticulture, ornamental plants, garden design and sustainable landscape management. Ideally, this person will have a familiarity with the native flora and ecosystems of the coastal plains as well as knowledge of woody and herbaceous plants that are hardy and reliably grown in such climates. Experience working in a public garden that is known for its best practices in horticulture would be highly desirable.

The qualified candidate will possess strong communication and personal presentation skills that are effective with a wide range of audiences including major donors, foundation professionals, corporate executives, elected officials and key governmental administrators. The ability to speak extemporaneously and to write clearly is essential. This person must be highly organized and skilled at advanced planning, and resourceful and creative in addressing unforeseen problems that require changes to plans. Leadership traits such as adaptability, resilience, open-mindedness and emotional control are essential. Experience working with a diverse team of contractors such as landscape architects, equipment vendors, nurseries, tradesmen and project managers is a must.

Experience in hiring and managing employees will be important along with the ability to prioritize work activities and delegate individual responsibilities with clarity and as part of a high-performing team. The successful candidate will be routinely interacting with various board committees and other volunteers, thus prior experience in the area of volunteer management would be a plus.

An advanced degree in a relevant discipline such as horticulture, landscape architecture, ecology, public garden management or related academic tracks is desirable. We seek a minimum of ten years of progressive supervisory experience and demonstrated success in a similar role at another public or private garden. Having Spanish as a second language would be a plus but is not required.

Applications are being received exclusively by Kittleman & Associates, LLC. Please send a letter of introduction and a current resume to Megan Monaco, mmonaco@kittlemansearch.com.

For more information about the Houston Botanic Garden, please visit www.hbg.org