



## Horticulturist I/II

The mission of the Houston Botanic Garden is to enrich life through discovery, education, and conservation of plants and the natural environment. The Garden strives to inspire all people to love plants and be good stewards of the natural world. The gardens include a global garden with arid, subtropical, and tropical plants; a culinary garden with permanent and seasonal displays; a family garden centered around a lagoon; a woodland event garden; wetlands; and a coastal prairie on a 132-acre site.

The **Stormwater Wetlands and Family Garden Horticulturist** is an important member of the horticulture team and will be responsible for the horticultural and ecological management of stormwater wetlands, aquatic plant communities, and landscapes within the Susan Garver Family Discovery Garden. This role integrates wetland stewardship with visitor-focused garden care and educational support.

This position works in close collaboration with the Gulf Coast Prairies and Native Spaces Horticulturist to align horticultural practices, plant palettes, and seasonal priorities across prairie, wetland, and family garden environments.

This role requires a collaborative mindset, flexibility, and a willingness to contribute to collective goals while maintaining ownership of assigned garden areas. This multi-faceted position will also involve assisting with preparation for volunteer horticulture workdays, plant labeling, and education programs.

### Main Job Responsibilities:

- Perform horticultural work in stormwater wetlands, aquatic systems, and family garden landscapes, including planting, weeding, pruning, watering, mulching, and transplanting.
- Steward wetland margins, aquatic features, and associated plant communities to support stormwater function and ecological health.
- Collaborate closely with the Gulf Coast Prairies and Native Spaces Horticulturist on shared landscape zones, plant transitions, and coordinated seasonal work.
- Participate in joint planning to support cohesive management across prairie-to-wetland systems and adjacent educational spaces.
- Participate in plant documentation through plant labeling tasks and notification of additions or
- Removal of plants in the garden and notify new plantings and removals to the GIS Specialist.
- Monitor plant health and assist with integrated pest management strategies.

- Assist with irrigation system maintenance and troubleshooting related to wetland and family garden areas.
- Coordinate and support volunteer workdays in wetland, family garden spaces and other areas as needed.
- Support other members of the Horticulture department in a variety of garden projects.
- Operate horticultural equipment safely and assist with tool and site maintenance.
- Perform other duties as assigned.

## Education & Experience Requirements

*This position is on a job ladder and will be filled at the level that most closely corresponds with the incumbent's education/experience.*

### **Horticulturist I:**

- Minimum of an Associate's degree in horticulture, forestry, ecology, plant science, or a related field.
- 2-4 years relevant experience in the horticulture industry or related field may substitute degree.
- Basic knowledge of plant material and cultivation requirements.
- Demonstrated passion for plants and the natural environment.
- Volunteer coordination or public engagement experience preferred.
- Knowledge of IPM and wetland plant identification preferred.
- Ability and willingness to work flexible hours, including evenings, weekends, holidays, and special events, as needed.

### **Horticulturist II:**

- Minimum of an Associate's degree in horticulture, forestry, ecology, plant science or a related field AND 4 years relevant experience OR Bachelor's degree in previously referenced disciplines and 2 years relevant experience.
- Commensurate, directly related field experience may be considered in lieu of degree.
- Knowledge of plant material and its cultivation requirements, with an emphasis in herbaceous and woody taxa suitable for the Houston area, both native and exotic, including rare and endangered plants.
- Demonstrated passion for plants and the natural environment.
- Previous experience working with volunteers.
- Experience and confidence in operating horticulture equipment and machines.
- Experience in landscape maintenance techniques, including minor irrigation repair, herbicide and pesticide uses and applications. Understands the importance of soil health in plant care.
- Previous experience at a botanical garden or public park.
- Previous experience maintaining and assigned garden area on their own.
- Must possess a Texas pesticide applicator's license or be willing to obtain one within 6 months from hire.

## Physical Job Demands

- This position requires outdoor physical work, including frequent standing, walking, bending, kneeling, stooping, crouching, reaching, carrying, lifting, pushing, or pulling of objects up to 80 pounds, often working alone. It also requires some office work on a computer, sitting for extended periods.
- Ability and willingness to perform hands-on gardening work in all types of weather typical in Houston (heat and humidity, freezing temperatures, wind, and rain).
- Working in humid, wet environments that require the regular use of waders, boots, and getting muddy.
- Working in environments with wildlife.

## Schedule and Salary:

- Full-Time, Hourly
- Pay Rate - \$17.50 – \$22.50/hr
- Flexible schedule to include weekends, holidays and evenings as needed

## Benefits:

Medical, dental, and vision insurance; retirement savings match; short-term disability; long-term disability; and life insurance available.

## Application Procedure:

Interested candidates should send a resume and cover letter to [hr@hbg.org](mailto:hr@hbg.org). We will contact those candidates who most closely match our requirements.

**Thank you for your interest!**