

Job Description: Fine Gardener
Job Type: Full Time or Part Time
Seasonal April - November
Pay Range: \$16 - \$19.25/ hr



Posting Contact: careers@poplarpointstudio.com

Poplar Point Studio is the premier horticulture and fine gardening service company in the Finger Lakes Region. We are focused on making great gardening accessible – offering services from regular garden maintenance, garden coaching, plant design & selection, garden installations, annual & container plantings, and holiday décor.

Our Fine Gardeners are an integral part of PPS and are the real practitioner of maintaining our gardens for clients who truly appreciate our professional level of craftsmanship. As a gardener you will work very closely with Lead Gardeners and Field Managers to complete daily garden tasks on client properties. Having a beginner level of technical horticulture skills is preferred; however, we equally value an employee who has a positive attitude, strong work ethic and the willingness to learn. PPS believes in training their staff, so as a member of the PPS team you will have the opportunity to gain the knowledge and skills you need to be successful in the Fine Gardening role.

Given the fast paced work environment, it is imperative that you are dependable, punctual, and a hands-on individual with a positive and proactive attitude. Your day will be spent on client properties where the Garden Lead will delegate garden tasks (weeding, edging, pruning, planting, etc). The completion of garden tasks will be a collaborative effort between the Fine Gardeners, and the Garden Lead. In order to be successful you will need to take directions, receive feedback, work independently as well as in a team. Being prepared to work in all weather conditions throughout the seasons will also be an important key to the Fine Gardener role.

The ideal candidate for the Fine Gardener position possesses the following skills and attributes:

- Basic horticulture skills and knowledge or strong desire to learn
 - Plant and weed identification, proper deadheading, pruning, mulching and planting practices, transplanting and dividing perennials, edging etc.
- Some experience using hand tools and small power equipment or willingness to learn
 - Pruners, loppers, soil knife, backpack blower, chainsaw etc.
- Prepared and willing to work in all weather conditions
- Passion for developing meaningful and long lasting client relationships
- Excited by the opportunity to help with the overall aesthetics of client properties
- Demonstrates organizational and communication skills with the ability to follow directions
- Ability to manage time effectively
- Comfortable working in a team environment
- Strong attention to detail and ability to do the same tasks repetitively
- Possess a strong work ethic and gets satisfaction from working hard and seeing results
- Ability to establish and maintain effective working relationships with coworkers
- Has a positive attitude and ability to adapt to different needs depending on the demands of the day
- Enjoys having fun in life and at work
- Desire to grow with us

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Job Duties Include:

- Garden and Plant Care: weeding, deadheading, perennial care, basic pruning (up to 12'), leaf clean up
- Identify common garden pests and issues
- Inspection and care of gardens, landscapes and outdoor spaces
- Assist with small landscape enhancements: dividing, transplanting, garden bed cleanup, and mulch applications
- Maintain clean and organized work spaces/job sites
- Keep trucks and assigned equipment neat, clean and stocked
- Utilization and care of landscape tools
- Attend safety, training and personal development meetings
- Continual improvement of technical horticulture skills
- Consistently uphold company quality standards on client properties
- Prepared to work in all weather conditions
- Understanding of safety hazards related to the job and equipment
- Ability to drive light duty truck and trailer

Minimum Qualifications:

- 1-2 years of experience in the green industry preferred, but not required
- High school graduation or GED Certification
- Must be at least 18 years old
- Valid NYS Driver's License, clean driving record
- Physical strength, flexibility, maneuverability to perform the duties of the position

Physical Demands:

- Must possess the physical strength to perform moderate to heavy lifting/carrying from 25 to 75 lbs. for up to 100 feet; push and pull from 30 to 125 lbs. for up to 100 feet on a daily basis
- Physically capable to safely perform bending, twisting, stretching, rotating, kneeling, pushing, pulling and lifting while in awkward positions consistently on any given day
- May be required to work overtime during heavy workload season(s)
- May be exposed to heat, cold and wet weather conditions

Special Conditions/Requirements:

- Required to wear closed toed work shoes and appropriate fitting and PPS approved clothing
- Gloves, safety glasses, hand tools and uniforms are all provided by Poplar Point Studio

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Growth Plan: Fine Gardener

\$16

\$17

\$18

\$19.25

Apprentice

Journeyman

Master

Technical Skills

- Basic plant identification: common weeds, perennials & shrubs
- Recognize difference between weeds & "keep" plants
- Beginner pruning practices & standards
- Beginner planting practices: annuals, perennials & shrubs
- Basic mulching & edging ability
- Basic watering skills - perennials, shrubs, trees
- Basic deadheading & perennial care
- Hand weeding & cultivation practices
- Bulb planting experience
- Assists with holiday decor projects

- Intermediate plant identification: weeds, perennials, shrubs
- Ornamental shrub pruning & care
- Proficient perennial maintenance & care practices
- Basic perennial & grass division & transplanting
- Basic plant identification: ornamental shrubs & trees
- Handwatering skills - containers
- Basic rose pruning & care
- Basic care of annuals & container plants
- Scouting of basic insect & pest issues
- Recognizes & reports potential site issues

- Advanced plant identification: annuals, perennials, grasses, shrubs
- Intermediate Invasive Plant Identification
- Climbing rose pruning & training skills
- Ornamental tree pruning & care
- Proficient plant identification: specimen trees, large trees
- Advanced perennial plant care practices
- Identify & report common insect & pest issues
- Basic soil & site assessment
- Plant staking practices & techniques
- Awareness of basic specialty pruning practices

Equipment Skills

- Basic tool identification
- Familiarity of hand tools & small power equipment
- Operate a backpack blower
- Practice tool & equipment safety

- Proficient use of common hand tools
- Proper tool safety and care
- Beginner Truck & Trailer operation
- Basic use of battery powered mini saw

- Proficient hand tool cleaning & maintenance
- Proficient weedwhacker operation
- Proficient Truck & Trailer operation
- Proficient hedge trimmer operation

Soft Skills

- Basic time management skills (self)
- Ability to work well with others
- Ability to take instruction & feedback well

- Proficient time management skills (self)
- Familiarity with client properties & preferences
- Asks questions & willingness to learn
- double checks assignments & goals
- Makes suggestions & shares ideas with Lead Gardeners

- Exhibits strong time management skills (self)
- Strong knowledge of client properties & preferences
- Begin mentoring & coaching apprentices
- Begins to develop leadership skills
- Delegates simple maintenance tasks independently

PPS Culture

- Attend safet meetings & team trainings
- Keep vehicle & work areas clean and tidy
- Displays PPS Hustle
- Displays teamwork & collaboration
- Safety, Property & Equipment Care
- Care for personal appearance
- Attendance & punctuality
- Works in all weather conditions
- Understanding & flexible with last minute changes

- Customers first mentality
- Pays attention to details
- Polite and friendly to customers
- Keep work sites clean and organized