



Gardener

Main Functions:

Working at the Blue Heron Company's in the gardening position, you are responsible for all of the Blue Heron properties gardening and landscaping. This includes planting in the spring as well as clearing everything out come late fall.

Reports to:

General Manager – Ashley Miller

Job Duties:

Gardeners perform some or all of the following duties:

- Prepare soils, plant seeds or bulbs for the season
- Fertilize, water, weed, transplant, or thin plants in specified growing areas
- Attend gardens to maintain health of plants and beauty of displays
- Digging, planting, and weeding flower beds and borders
- May prune trees and perform other duties to maintain the grounds
- Dig up and clear gardens at the end of the season in preparation for the following year

Skills Requirements:

- Experience with gardening and landscaping would be an asset

Essential Skill Requirements:

- Ability to work independently with no supervision
- Ability to problem solve and demonstrate initiative in terms of employee and work environment issues
- Punctual, meticulous and reliable
- Valid driver's license
- Knowledge of the Tobermory area to answer questions from patrons

Working Conditions:

- Workweeks are 5 or 6 days, Monday – Sunday, 6-12 hours per day, no shifts beginning before 7:00 am or finishing later than 7:00pm.
- Gardeners are entitled to a ½ hour unpaid lunch and two 15 minute coffee breaks paid time – but the time this is taken must be flexible.
- Gardeners must expect to spend a large amount of time outdoors and be prepared for all weather conditions, quite often, the work is physically demanding
- Gardeners may be assigned changing priorities.
- Gardeners may have the opportunity to work overtime, with paid compensation.
- Must wear Blue Heron Company approved uniform at all times. Please see Employee Handbook for details.

Agreed & Accepted By: _____ (Name Please Print)

_____ (Signature)

Date: _____