

Date posted: August 15, 2025

The Butchart Gardens is looking for persons to fill positions on the Christmas Installation Crew for this upcoming Christmas season.

**DEPARTMENT: ARTS AND ENTERTAINMENT
POSITION: CHRISTMAS INSTALLERS**

DUTIES: To assist in the preparation, installation, and removal of all Christmas lights, displays, and decorations.

Working with Arts & Entertainment staff, Christmas installers assemble, install, and re-create the light and scenic displays for the Christmas display. Applicants will work with Christmas lights and scenic décor along with organic materials such as cedar and holly. Other duties may include bow making, tree decoration, installing pre-fabricated decorative pieces, and keeping all work areas tidy and organized. Christmas installers are also responsible for dismantling the display in early January. 95% of this work is performed outdoors and staff are subject to the natural elements such as rain, wind, cold and snow.

REQUIREMENTS: No experience is necessary, but a good attitude and a solid work ethic is essential. We will provide the required training as we go, so previous experience in seasonal decoration and installation, props construction, artistic painting, set design, or similar artistic endeavours would be an asset, but is not required. Work will require use of ladders, operating vehicles and other equipment. An adequate level of physical fitness is also necessary as some job activities are repetitive in nature and require lifting strength, so individuals with repetitive strain or back injuries would not find this position suitable. A considerable amount of walking is also involved.

Successful candidates must be team players, able to work alone, in pairs or in large groups, and be willing to follow directions.

Crew members must provide their own steel-toed footwear and a few basic tools such as side cutters. Rain gear is optional, but recommended. Those purchasing new raingear will be eligible for a partial reimbursement of \$100.

WORK SEASON:

Start dates vary based on position: September 25 through October 27

Display Installation: September 25 – November 27, 2025

Display Removal: January 7-16, 2026

Start and completion dates for individual roles may vary. Staff are also expected to return in January to help dismantle the display. Work is full time, 40 hours a week, primarily Monday to Friday 7:00 a.m. – 3:30 p.m., however some evening work is sometimes required and overtime is a possibility. Starting at \$22.92. Remuneration will be commensurate with this level of responsibility and the qualifications of the successful candidate.

We will be accepting applications until Monday, September 1, 2025 at 5pm. Interested individuals should submit a resume and cover letter to the Human Resources Department, The Butchart Gardens, 800 Benvenuto Ave, Brentwood Bay BC, V8M 1J8 Fax: (250) 544-4455 Email: hr@butchartgardens.com

We sincerely thank all those who apply, however, only those short-listed will be contacted.

Past Christmas Installer crew members must also contact Human Resources to be added to the returnee list by the above date if interested in returning to the crew for this season.