

*The Butchart Gardens is looking for a qualified individual from within the company to fill the following position:*

**DEPARTMENT:** Gardening  
**POSITION:** Supervisor – Nursery

The successful candidate, in consultation with the management of the Gardening Department, will be expected to coordinate and supervise staff to complete a broad range of gardening and nursery duties.

**The successful candidate will be required to:**

- Effectively and efficiently manage a crew
- Create and maintain a positive and productive environment
- Provide leadership, motivation and training as required for each staff member
- Lead by example in all tasks including the day-to-day physical work involved
- Communicate effectively and courteously with Gardening management and other departments as required
- Plan and coordinate gardening activities throughout the year
- Participate in planning and prioritizing both long and short-term projects in the area
- Participate in the planning and coordinating of the seasonal plantings
- Assist in department wide initiatives when called upon for assistance
- Manage the various nursery areas including field grown, container grown and annual wildflower fields
- Maintain tree and shrub material required for numerous display purposes and general garden use
- Work with our numerous wholesale or retail nurseries and various suppliers to source required plant material
- Coordinate projects which may involve other departments from within the Gardens
- Properly operate and manage irrigation systems
- Properly operate and train staff on all types of powered equipment
- Perform annual staff performance evaluations
- Ensure that safe work practices are maintained at all times
- Ensure staff adhere to company policies and procedures
- Be patient, polite and professional with co-workers and our visitors

**The successful candidate will possess the following qualifications:**

- At least 5 years of work experience in the Gardening Department at The Butchart Gardens
- Excellent attitude and positive outlook
- Related experience in all of the job requirements (listed above)
- Excellent knowledge and understanding of plants, trees and shrubs including varieties, growing habits, nutrient and cultural requirements etc. Also have the ability to provide plant selection recommendations to staff
- Proven ability to lead, manage and interact effectively with staff
- Self-motivated, well organized and efficient
- Strong communication skills (both written and oral)
- Ability to conduct oneself in a patient, polite and professional manner
- Proven understanding of how to attain **our** level of excellence and attention to detail in the garden
- Detail orientated, resourceful, with the ability to problem solve and multi-task
- Ability to work well under pressure and in adverse conditions
- Capable of performing physically demanding and repetitive tasks
- Competent operating heavy-duty equipment such as Bobcats, Kubota tractor, dump trucks etc.
- Committed to the values and standards of The Gardens

This is a year-round salaried position that will commence on January 12, 2026. Remuneration will be commensurate with this level of responsibility.

Please submit cover letter and resume to the Human Resources department addressed to The Butchart Gardens, 800 Benvenuto Ave., Brentwood Bay, BC. V8M 1J8. email: [hr@butchartgardens.com](mailto:hr@butchartgardens.com) by **Sunday, December 21, 2025**. Copies of this posting are also available upon request.