

Date Posted: April 17, 2026

*The Butchart Gardens is looking for qualified individuals from within the company to fill the following positions:*

**DEPARTMENT: Gardening**  
**POSITION: Gardener Level 2**

The successful candidates will be involved in (but not limited to) the following gardening duties:

**While working hand in hand with the Area Supervisor to maintain the highest horticultural standards, the individual will also be required to work in every aspect of garden maintenance including:**

- Pruning, hedge trimming/shearing, deadheading
- Planting and maintenance of trees, shrubs, perennials and annuals
- Bed preparation including digging, rototilling, raking and edging
- Conduct daily assessments of watering needs in your area
- Fertilizing and mulching
- Lawn mowing, edging and trimming
- Landscape renovation work and minor landscape construction
- Pest and disease monitoring including pesticide and or natural predator applications where required
- Path maintenance
- Operation of irrigation systems and perform general watering duties
- Organizing and maintaining safe and tidy work areas
- Operation of all equipment needed to perform daily gardening related duties
- Occasional greenhouse duties
- Provide leadership, motivation and training as required during supervisor absence's
- Assist Supervisor in planning and coordinating gardening activities throughout the year
- Work in conjunction with the Supervisor to create and maintain a positive and productive work environment
- Demonstrate leadership through active participation in all duties, including day-to-day physical tasks
- Oversee IPM monitoring in your designated area and initiate appropriate actions as required
- Work weekends in accordance with the Gardening Department's scheduled rotation
- Work evening shifts as required during the Christmas season
- The successful candidate will be expected to comply with all company health and safety policies

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

- Must currently hold a minimum of Gardener Level 1 position within the Gardening Department
- Maintain a high level of performance on a consistent basis
- Demonstrate reliable, punctual attendance for all scheduled shifts
- Good horticultural knowledge and practical gardening skills
- Excellent physical condition - ability to do heavy lifting and repetitive, physically demanding work
- Ability to operate a wide range of tools and equipment
- Understanding of irrigation systems and their proper operation in relation to plant requirements
- Positive attitude - desire to be a team player
- Excellent communication skills – written and verbal
- Good time management skills, self-motivated, well organized and efficient
- Willingness and desire to learn and pass along skills and knowledge to new staff
- Comfortable working at moderate heights (ladders, bucket trucks etc.)
- Proven ability to lead, direct a crew and interact effectively with staff and management
- Valid BC Driver's License
- Valid BC Pesticide Applicators Certificate (or willingness to obtain one)

These are year-round salaried positions that will commence on May 18, 2026. Remuneration will be commensurate with this level of responsibility.

This posting will close at the end of the day on Sunday, May 3, 2026. Please deliver resume and cover letter to the Human Resources department. Copies of this posting are available from the Human Resources department.