

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

DEPARTMENT: Gardening

**POSITION: – GDN-L2: Path Maintenance/Landscape
Projects/Equipment**

The successful candidate, in consultation with the management of the Gardening department, will be expected to coordinate and complete a broad range of path repairs, gardening and landscaping duties.

The successful candidate will be required to:

- Work as part of the Landscape Projects / Equipment Crew, under the guidance of the Supervisor
- Maintain a path repairs registry in The Gardens database
- Respond in timely fashion to Path Repair Request emails, and document repair requests and subsequent remediation
- Create and maintain a positive and productive environment
- Lead by example in all tasks including the day-to-day physical work involved
- Communicate effectively and courteously with Gardening management, staff and other departments as required
- Complete a wide range of path repairs on different surfaces e.g. concrete, asphalt, gravel pathways
- Working with cement, asphalt and multiple different types of path repair products
- Plan and coordinate incoming path repair requests throughout the year
- Participate in both long and short-term projects in The Gardens
- Participate in the planning, design and installation of landscape projects and renovations
- Assist in department-wide initiatives when called upon for assistance
- Helping out with our composting, sterilizing, aggregate storage and soil production facilities
- Properly operate and manage irrigation systems
- Help with snow removal and other weather-related events e.g. heat dome, atmospheric river
- Available to be on call to respond to extreme weather situations at The Gardens
- Ensure that safe work practices are maintained at all times
- Ensure you adhere to company policies and procedures
- Be patient, polite and professional with our visitors
- Safely operate multiple pieces of equipment: Bobcat, Excavator, Forklift, Snowplow
- Planting seasons– assist areas with bed preparation, planting, clean-up
- Research and implement best practices when assessing repair methods and materials
- When required, power wash path surfaces to aid in visibility, gardens cleanliness or to remove slip fall hazards due to muddy and mossy surfaces
- Evening shift work during Christmas season
- Work weekends in accordance with the Gardening Department's scheduled rotation

The successful candidate will possess the following qualifications:

- Must currently hold a minimum of Gardener Level 1 position within the Gardening Department
- Valid Driver's License
- Excellent attitude and positive outlook
- Related experience in all of the job requirements (listed above)
- Excellent knowledge and understanding of horticulture, landscaping, path repair and TBG Policies
- Proven ability to interact effectively with staff and visitors
- 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 solve problems and multi-task
- Ability to work well under pressure and in adverse conditions
- Capable of performing physically demanding and repetitive tasks
- Have experience with repairing rock work, pathways, interlocking pavers, composting, soil sterilizing
- Competent operating and maintaining heavy-duty equipment such as Bobcats, excavators, dump trucks etc.
- Has the ability to interpret and create detailed landscape plans
- Committed to the values and standards of The Gardens
- Demonstrate reliable, punctual attendance for all scheduled shifts
- Maintain a high level of performance on a consistent basis

This is a year-round salaried position 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 submit a cover letter and resume to the Human Resources department.