



Gardener Grade 4

Looking for a career with a dynamic organization that is committed to protecting wildlife? We are interested in dedicated individuals who are positive, enthusiastic and passionate about wildlife conservation and protecting our planet.

Our Toronto Zoo is a mission-based, not-for-profit organization whose mission is connecting people, animals and conservation science to fight extinction.

Our Toronto Zoo serves more than 1.2 million guests each year on over 500 acres and the foundation of all of our work is based on four cares:

- *We care about our animals*
- *We care about our team*
- *We care about our guests*
- *We care about our community*

We strive to have this caring culture grounded in the principles of equity, diversity and inclusion. We commit to collaborating with our teams, guests and community to reflect and celebrate the rich diversity of Toronto and Canada.

As a world class accredited zoo and part of the global conservation community we work with the World Association of Zoos and Aquariums and the International Union for the Conservation of Nature and collaborate with governmental agencies, conservation and science non-governmental organizations and corporate and academic partners to share our knowledge and learn from each other to enhance our collective impact.

We are currently embarking on our new master plan and creation of a Community Conservation Campus. As one of the GTA's Top Employers for 2021, we are seeking an experienced Gardener with strong leadership skills to join our Horticulture team.

Salary: \$29.63/hour ,in addition to a comprehensive benefits plan and pension

Basic Function: Reporting to the Supervisor of Horticulture, this position, is responsible for the day to day maintenance and care the plant collection, as well as assisting in the removal of snow and ice and litter control on Zoo property as well as performing lead hand duties. This position is also responsible for assisting and providing support in implementing the Strategic Plan.

Responsibilities:

Leads an assigned crew on specific tasks.

Assists in providing guidance and direction to Gardeners Grade 1, 2, and 3 and seasonal staff.

May be required to participate in the preliminary performance reviews of Gardeners Grades 1, 2, and 3 and seasonal staff.

May be required to act as designate in the absence of the Horticulture Supervisor.

Attends appropriate training courses as required.

May be required to carry and use a radio.

Reports to their Supervisor the absence of, or defect in, any equipment or protective device that they are aware of and which may endanger themselves or another worker. Reports to the Supervisor any contravention of the Ontario Occupational Health and Safety Act. Ensures that all accidents and hazards are reported to the Supervisor immediately.

Prepares ground for planting of areas and specimens. Plants and cares for specimen, in an acceptable manner, on a day to day basis.

Gives general guidance and direction to non-gardening staff that may be required to work in close proximity to plants and planted areas.

Maintains tools and equipment in good repair and order and ensures sufficient supplies are on hand to complete assignments.

Cleans plant exhibit areas, studies and observes specimen for signs of disease.

Notes needed repair and report it to their Supervisor.

Provides Supervisor with verbal or written reports, regarding horticulture related matters, as required.

Answers queries from Zoo visitors.

May be required to make brief public presentations and assist with behind the scene tours.

Operates a variety of equipment used in cultivation, propagation and maintenance of plants and planted areas.

Assists in snow and ice removal.

Assists in litter removal from Zoo property.

Other related duties as requested by the Supervisor.

Qualifications:

Degree or diploma in horticulture, arboriculture or related field or apprenticed experience or equivalent training and experience.

Minimum of seven (7) years practical experience in horticulture, or arboriculture.

Must have previous landscape construction experience or equivalent experience.

Ability to read, write and speak intelligently with the Zoo visitors and to produce brief but accurate reports.

Must be capable of meeting physical demands of the job: ability to lift and carry 23 to 44 lbs. (10.5 to 20 kilo) on a re-occurring basis, lift, and carry 60+ lbs. (27 kilo) with assistance, ability to bend, walk, push, lift, pull, twist, kneel, climb, crouch, stoop, grip and reach.

Possess a land class 1 and 3 exterminator's license and knowledge of pest control and I.P.M. practices.

Must have working knowledge of Workplace Hazardous Information System (WHMIS) legislation, the Ontario Occupational Health and Safety Act and Toronto Zoo Safety Policy.

Must be able and willing to work shifts, weekends and holidays.

Must possess demonstrated leadership skills and proven good judgement.

Must possess demonstrated organizational skills.

Must be able to work with minimum supervision.

Previous experience in the attractions and/or tourism sector preferred.

Must have class "D" license valid in the Province of Ontario with "Z" endorsement for air brakes, along with a good driving record.

CANDIDATES MAY BE REQUIRED TO TAKE A WRITTEN AND/OR PRACTICAL EXAMINATION RELEVANT TO THE POSITION.

If interested in this position, please click on the link below and complete the instructions on the questionnaire. You will be required to submit your resume and cover letter no later than **October 24, 2021.**

To apply click here:

https://forms.office.com/Pages/ResponsePage.aspx?id=vkFz1c4GBEWL1dAe6d5_vUcoULgl2RNAoEtAXjDv98NUNTIzQTQzUFhXTDZUVFNRNTVNNzY3QjJTWi4u

While we appreciate the interest of all applicants, only those selected for an interview will be contacted.

The Toronto Zoo provides accommodation for employees with disabilities, as defined under the Ontario Human Rights Code. If contacted for an interview, and you require specific accommodation for the interview process because of a disability or a medical need, then please advise the person contacting you of your requirements, so that arrangements can be made for the appropriate accommodations to be in place before you begin the interview process.

The Toronto Zoo respects the principles of equity, diversity and inclusion and seeks to model these principles in all that we do. We are committed to fostering an inclusive workforce where all employees feel respected, supported and valued. We strive to create an environment that represents the rich diversity of our guests and our community and encourage applications from all qualified individuals who can contribute to enhancing our commitment to equity, diversity and inclusion. Applications are especially encouraged from racialized persons/persons of colour, Indigenous/Aboriginal People of North America, persons with disabilities, LGBTQ2S+ persons, and women.

Please be advised the Toronto Zoo requires mandatory COVID-19 vaccinations for employees.