

Job Title: Horticulturist

Posting date: October 7th, 2026

Company Information:

The Chanticleer Foundation is a non-profit organization that operates a 50-acre public garden in Wayne, PA. The garden is open to the public daily Wednesday to Sunday, from late March through early November. Chanticleer provides an opportunity for guests to relax and enjoy the various garden areas and vistas on the property. The Chanticleer staff work in a professional, team-oriented, and smoke-free environment. Continual training and education in the green industry is encouraged.

Job Description:

The Horticulturist leads an assigned area of the garden, from design and plant selection through sourcing, installation, establishment, and ongoing maintenance, ensuring a cohesive vision and the long-term health of the space. This **full-time** position calls for an accomplished gardener with a strong design sensibility, skilled hands, and the ability to guide and teach others. The Horticulturist works as part of a close, collaborative team at one of America's most beautiful gardens, where artistry and horticultural excellence go hand in hand.

Position Details:

- **Schedule:** full-time, exempt; typically Mon. – Fri., 7:30am–4:00pm, with some evening, weekend, and holiday work.
- **Weekend Rotation:** as scheduled by supervisor.
- **Compensation Rate:** commensurate with experience.
- **Benefits:** Medical, dental, life insurance & disability benefits are provided. 403b participation with generous matching, paid time off, flexible holiday schedule, equipment reimbursement, smoke-free workplace.
- **Professional Development Opportunities:** Leadership of a garden area at a world-class public garden, collaboration with expert horticulturists, access to industry workshops and educational seminars, networking opportunities within the public garden and horticulture community, educational travel opportunities.

Duties and Responsibilities

- Lead all aspects of an assigned garden area, maintaining visual quality and horticultural standards to meet Chanticleer's high expectations.
- Design and develop the assigned area:
 - o Evaluate, research, and recommend plant changes
 - o Plan and implement garden improvement projects
 - o Improve developmental growth and beauty
- Perform skilled horticultural tasks:
 - o Propagate plants and prepare soils
 - o Pot, repot, and arrange plants
 - o Prune, cultivate, weed, and fertilize

- Scout daily for plant health and maintenance needs; monitor environmental conditions and implement pest control procedures.
- Guide, train, teach, lead, and supervise horticulture staff, seasonal assistants, guest gardeners, fellows, and interns in horticultural tasks and specialty skills.
- Prioritize and schedule daily work and projects.
- Maintain pesticide applicator license, participate in annual training, and apply pesticides as needed.
- Manage supplies and work orders, order plants for assigned area, and contribute to budgeting and resource allocation for the horticulture department.
- Maintain plant records and report status changes.
- Thoughtfully manage plant waste and debris, assessing the best use for each material to reduce waste, build a more sustainable, closed-loop system, and support biodiversity.
- Assist with educational programs, including leading tours, planning lectures and workshops, and preparing educational materials.
- Operate and maintain assigned equipment and tools safely, performing minor repairs and reporting safety issues immediately.
- Ensure property security and visitor safety.
- Commit to ongoing professional development and staying current with horticultural best practices.
- Communicate effectively with team members, supervisors, and visitors to ensure smooth operations and collaborative work environment.
- Adhere to Chanticleer's operational policies, guidelines, and safety procedures.
- Performs additional duties and responsibilities as assigned.

Required Skills and Abilities

- Advanced knowledge of plant care, garden design, and horticultural practices, with broad plant knowledge across herbaceous and woody plants
- Demonstrated design sensibility and ability to develop a garden area with a cohesive artistic vision
- Proven ability to train, lead, and supervise staff, seasonal assistants, interns, and volunteers
- Strong organizational skills, with the ability to plan projects, prioritize, and manage budgets and resources
- Proficiency in safe operation and basic maintenance of landscaping equipment
- Strong attention to detail and commitment to maintaining high-quality gardens
- Capacity to work independently and collaboratively within a team environment
- Effective communication skills, both verbal and written, including comfort teaching and speaking with the public
- Perform physical tasks including lifting/carrying up to 50 lbs., standing and working for extended periods, operating in varying weather conditions, and frequent bending, stooping, kneeling, and reaching.

Education and Experience:

- Formal training in horticulture, landscape design, or a related field, or equivalent professional experience
- Minimum of [5] years of professional horticulture experience, including responsibility for a garden area and supervision of others
- Pennsylvania pesticide applicator license, or ability to obtain one within [6 months] of hire
- Knowledge of ecological gardening practices and native plants a plus
- Additional certifications or training in arboriculture or horticulture a plus

Work Environment:

- Work is performed primarily outdoors in the gardens and grounds of Chanticleer
- Employees are exposed to seasonal weather conditions, plant materials, pollen, and dust
- Use of personal protective equipment such as gloves, safety glasses, and hearing protection may be required
- Occasional work in greenhouses or indoor facilities as needed
- Weekend work is required from late March to early November

Legal Requirements:

- Must be legally authorized to work in the United States
- Possess and maintain a valid driver's license with a clean driving record

How to Apply:

Please submit your resume, letter of interest, and at least three references via email to:
employment@chanticleergarden.org

We are an Equal Opportunity Employer. Chanticleer flourishes by embracing multiple perspectives and experiences just as biodiversity strengthens ecosystems. We believe that welcoming people of all abilities, identities, and circumstances strengthens our institution and enhances our capacity to bring joy and learning to all who visit our gardens.