Job Title: Groundskeeper (Full-Time) **Posting Date: November 10, 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 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 Groundskeeper will maintain the overall beauty and quality of Chanticleer's grounds by performing skilled groundskeeping and turfgrass management duties. This is a career-level, full-time position well suited to a candidate with demonstrated experience in turf fertility programs, soil health monitoring, and integrated pest management. The Groundskeeper will work alongside our Grounds Superintendent, contributing directly to the precision turf programs that define Chanticleer's visitor experience — with the added opportunity to bring genuine turfgrass expertise to a world-class public garden setting.

Position Details:

- **Schedule:** 40 hours per week, Monday – Friday, 7:30 a.m. – 4:00 p.m.
- **Weekend Work:** some weekend and evening work required as scheduled
- **Compensation:** 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:** Support for pesticide applicator licensure and industry certifications, mentorship from an experienced Grounds Superintendent, hands-on experience at one of America's most celebrated public gardens, access to industry workshops and educational seminars, and networking within the public garden and green industry community.

Duties and Responsibilities:

- Maintain visual quality and horticultural standards of assigned areas to meet Chanticleer's high expectations.
- Perform core turfgrass management tasks, including:
  - Turf monitoring, soil moisture assessment using TDR instrumentation, and EC (electrical conductivity) testing
  - Execution of fertility programs, including fertilization and targeted spot treatments
  - Integrated pest management (IPM): scouting, diagnosis, and treatment of turfgrass areas

    - Precision mowing, trimming, and blowing of garden lawns and walkways
    - Sprayer calibration and safe application of pesticides and bio-stimulants
    - Operation of core aeration equipment and soil compaction monitoring
    - Water testing and analysis to support irrigation programming and turf health decisions
- Perform general plant care and grounds maintenance tasks, including:
    - Edge planting areas and lawns; weed gardens and displays
    - Groom, prune, and care for plants, shrubs, and trees
    - Plant and replant grass, flowers, trees, and shrubs
    - Apply fertilizers, soil amendments, and bio-stimulants
- Manage horticultural waste in an environmentally responsible manner, including debris collection and compost processing.
- Maintain pesticide applicator license, participate in annual training, and apply pesticides as needed.
- Perform general grounds upkeep:
    - Blow and collect leaves
    - Remove trash
    - Snow removal
    - Apply ice/snow melt materials on walkways and driveways
- Scout grounds daily for plant health, safety issues, and maintenance needs.
- Operate and maintain assigned equipment and tools, performing minor repairs as needed.
- Report supply needs, equipment issues, and plant status changes to supervisor.
- Adhere to Chanticleer's operational policies, guidelines, and safety procedures.
- Perform additional duties and responsibilities as assigned.

Required Skills and Abilities:

- Working knowledge of cool-season turfgrass species, growth patterns, and seasonal maintenance requirements
- Familiarity with turf fertility programs, soil or tissue testing, EC monitoring, and moisture measurement tools (TDR)
- Experience with precision mowing equipment and turf-specific IPM practices
- Proficiency in safe operation and basic maintenance of grounds equipment
- Demonstrated knowledge of plant care, landscaping principles, and horticultural practices
- Strong attention to detail and commitment to maintaining high-quality grounds
- Excellent time management skills and ability to prioritize tasks across a large property

- Capacity to work independently and collaboratively within a team environment
- Effective communication skills, both verbal and written
- Adaptability to changing weather conditions and seasonal work requirements

Education and Experience:

- High school diploma or equivalent required
- Associate or bachelor's degree in turfgrass management preferred; horticulture or closely related field also considered
- Minimum of 2 years' experience in professional turfgrass management, grounds maintenance, or landscaping
- Demonstrated experience with turf fertility programs, soil or tissue testing, or IPM practices strongly preferred
- Pennsylvania pesticide applicator's license, or willingness to obtain within 6 months of hire
- Additional certifications in arboriculture or horticulture a plus

Physical Requirements:

- Ability to lift and carry up to 50 lbs. regularly
- Capable of standing, walking, and performing physical labor for up to 8 hours daily
- Comfortable working outdoors in various weather conditions, including heat, cold, and rain
- Ability to frequently bend, stoop, kneel, and reach
- Hand-eye coordination for operating machinery and performing detailed turf and plant care

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 is required
- Occasional work in greenhouses or indoor facilities as needed
- Five-day work week; some weekend and evening work required

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. We believe that diversity, equality, and inclusion strengthen our institution and the world around us.