



CAPE FEAR BOTANICAL GARDEN

## Director of Horticulture - Job Description Summary

### Cape Fear Botanical Garden – Fayetteville, North Carolina

Founded in 1989, Cape Fear Botanical Garden (CFBG) is a natural beauty situated on an impressive 80 acres nestled between the Cape Fear River and Cross Creek two miles from downtown Fayetteville, NC. CFBG is a 501(c)(3) non-profit offering a variety of experiences, cultural events and educational activities to transform people's relationship with plants and the natural world. It provides of 60 acres natural woodlands with 2.3 miles of trails, specialty gardens, Children's Garden, Daylily & Camellia plant collections and 1900's Heritage Garden featuring agricultural structures and homestead.

### Summary

The Director of Horticulture will lead through meaningful engagement with staff, volunteers, guests and supporters. A collaborative spirit and creative mindset will contribute in the implementation of newly identified strategic initiatives and upcoming capital campaign. Your experience and proactive problem solving will be instrumental in the realization of CFBG's potential. A positive and energetic approach serves as a model to staff and volunteers providing a culture of welcome and educational opportunities in creating a sense of place and variety of aesthetic experiences. Department leadership will ensure high levels of guest and stakeholder satisfaction through excellence in service and exceeding expectations. Building relationships will expand CFBG's recognition and value throughout the community.

This senior level leadership position reports to the CEO and is classified as a full-time exempt position, including weekday and weekend hours, evenings and holidays. The Horticulture Department is fully staffed and positioned for success.

### Duties and Responsibilities

The ideal candidate will be self-motivated in coordination and communication of CFBG operations from envisioned futures to seasonal and daily activities. The position will: supervise full/part time horticulture staff, guide volunteers, collaborate with other departments; have oversight of the Projects, Facilities & IT Manager as well as Therapeutic Horticulture activities. Responsible for overall management of: cultivated gardens, natural areas, plant collections, greenhouse, nursery, water features, irrigation, sculptures, projects, contractors, facilities and infrastructure. Duties include: scheduling, budgeting, profit/loss analysis, presentations, gardening classes, reporting, mentoring and best practices. The Horticulture Department plays an active role in creating the Gardens' Community Garden Experiences such as BOO-tanical and Holiday Lights. Organizational skills, prioritization, attention to detail, financial reasoning, creative revenue generation and maintaining a positive work environment are vital in fulfilling the stewardship role of Garden resources.

### Experience and Knowledge Summary

Past leadership, experience and success in public gardens, arboreta or landscape contracting environment. A bachelor's degree or greater in Horticulture, Plant Science, Landscape Architecture, Natural Resource Management or related field is required. Must be able to leverage the strengths of diversity in our community and garden environments. Desirable knowledge includes: IPM principles, NC Pesticide License, plant hardiness Zone 8b, Sandhills/Piedmont region and the Cape Fear River watershed. A physical requirement is to safely lift 50 pounds or more.

**Annual salary range based on experience.** Salary range \$65,000 - \$75,000

Additional information will be provided to those who advance during the interview process. Job description conveys general nature of position and is not an exhaustive list of qualifications, duties and responsibilities. No phone calls

**To Apply:** Please email a cover letter, *résumé* and 3 professional references in one attachment directly to Chris Hoffman, CEO at [choffman@capefearbg.org](mailto:choffman@capefearbg.org) with Director of Horticulture position in the subject line. <https://www.capefearbg.org>