



CHEYENNE MOUNTAIN ZOO

Job Description

Position: Full time Horticulturist

Wage: \$17.50-19.61 per hour (Full Time benefited)

How to apply:

- All interested parties submit cover letter and resume through indeed.com 6.17.2021.
- When applying on indeed, **be sure to answer all screening questions.**
- Cover letter should include applicant's dates of availability.
- Cover letter should include how you can play a role in the Zoo's mission and vision in the role you are applying for if given the opportunity to work at Cheyenne Mountain Zoo.

Principal Functions:

Support the Zoo in our mission "to be a leader in conservation, captive breeding and animal care; to connect people with wildlife and wild places through experiences that inspire action."

Help the Zoo achieve our vision of "Every kid. Every time. Goosebumps! Every kid, of any age, will have an experience of a lifetime with every visit."

Permanent Full Time benefited position: Shift will be 8-5 or 7-4. Will be required to work a non-traditional work-week including one weekend day.

Position Title: Full time Horticulturist

Department: Horticulture

Reports to: Horticulture Curator

Supervises: None

FLSA Status: Non-Exempt

POSITION SUMMARY: This position is responsible for the care and maintenance of Zoo flora, gardens and exhibits in accordance with Zoo standards. As a member of the team you would help ensure a healthy natural environment for guests and animals to enjoy. This position adheres to and supports all organizational policies, procedures and standards.

QUALIFICATIONS AND REQUIREMENTS:

- 5 years of Horticulture/Landscape experience OR a Degree/Certifications in a green profession with some experience preferred.
- Submit to and pass a pre-employment drug/alcohol screening and criminal background check.
- Ability to provide proof that you can legally work in the United States.
- Ability to establish and maintain effective work relationships with Zoo staff.
- Must have a high attention to detail while multi-tasking.
- Ability to stay organized and follow the priority of tasks assigned.
- Possess excellent communication and time management skills.
- Ability to identify problems, develop and evaluate options, and implement solutions.
- Ability to work in a high energy, fast-paced environment.
- Able to work both alone or with minimal supervision and as part of a team
- Computer efficiency in computer applications such as Word, internet and email. Excel is a plus.



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- Must take ownership and pride in responsibilities.
- Must be able to work weekends and holidays as requested.
- Must be passionate and enthusiastic about horticulture and conservation.

ORGANIZATIONAL EXPECTATIONS:

- Maintain courteous, helpful and professional behavior on the job.
- Support the success of the entire team by promoting a collaborative work environment.
- Consistently contribute to problem-solving and cooperate with identified resolutions.
- Demonstrate regular attendance and punctuality.
- Bring issues and process improvement ideas to the attention of the Supervisor.
- Demonstrate appropriate level of time management.
- Maintain verbal and written skills required for the position.
- Complete trainings as required.
- Adhere to all CMZoo Policies and Procedures, CMZoo Safety Policies and Procedures, USDA guidelines, and OSHA safety guidelines.
- Adhere to Zoo Dress Code Policy. Always "Zoo Crisp!"
- Represent the Zoo in a professional manner
- Ensure discretion with confidential information.

DEPARTMENTAL EXPECTATIONS:

- Must be a self-starter, take initiative, possess a high level of multi-tasking ability under high degree of pressure and be able to work with limited supervision to complete tasks in a timely manner.
- Must be a cooperative and collaborative member of the team and able to handle interruptions and requests for information and assistance from employees with an attitude of good customer service.
- The ability to prioritize tasks and use time effectively is essential.
- Maintain a clean, hazard free work area.
- Ability to perform basic horticultural operations including: bed cleanup, weeding, watering, planting, mulching, pruning, laying sod, installing hardscape elements, mowing, trimming hedges, and other horticulture tasks as assigned.
- Ability to lift heavy objects upward of 50lbs repetitively.
- Responsibility to recognize unsafe conditions in accordance with state and local authority and reports it appropriately.
- Ability to use a variety of tools both hand and power and to operate motor vehicles safely.
- Responsibility to care for tools, machinery, and vehicles during their operation.
- Ability to work under exigent circumstances to finish tasks in emergencies.
- Be at work and ready to begin their assigned shift at the time the shift is scheduled to start.
- Maintain integrity and honesty in the performance of duties.
- Other duties as requested/assigned.
- Knowledge of Irrigation repair and construction is a plus.
- You will promote teamwork and horticulture!

COMPENSATION

Compensation for this position will be in the range of \$17.50-\$19.61 per hour based on qualifications and experience.



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RESPONSIBILITY FOR CONFIDENTIAL INFORMATION

This position handles highly sensitive information. Total confidentiality and discretion are mandatory regarding business information and other sensitive information.

PHYSICAL DEMANDS AND WORKING CONDITIONS:

The physical demands and working conditions described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- **Physical Requirements** - While performing the duties of this job, the employee is frequently required to stand; walk; lift heavy objects; sit; use hands to handle or feel objects, tools, or controls; talk, see, hear and smell. Requires full range of body motion, manual and finger dexterity, and eye-hand coordination; requires the ability to use department equipment, to communicate effectively; The employee is occasionally required to reach and stretch with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl. The employee may be required to endure extremes in temperature and may work in hazardous environments where personal protective equipment is required; requires standing, walking on a steep terrain (Zoo), sitting and performing repetitive tasks (including working on the computer) for up to the entire work day; requires the ability to lift/carry up to 50 pounds using appropriate body mechanics, possibly for extended periods of time.
- **Visual, Hearing and Communication Requirements** - Requires corrected vision and hearing to within normal range, with or without reasonable accommodation. Must be able to communicate effectively in verbal and written form with all levels of personnel within and outside of the organization.
- **Environmental Conditions** – Working in an outdoor Zoo environment. Work space may be shared. Working conditions may be noisy with fluctuating indoor and/or outdoor temperatures. May be exposed to a risk of bodily injury through contact with moving instrumentation, tools, substances and other conditions common to an outdoor environment. Subject to exposure to animals and guests which may have the potential for physical aggression. May be exposed to a risk of bodily injury through contact with moving instrumentation, toxic substances, bodily fluids, animal attack, communicable diseases, outdoor weather conditions and other conditions common in a Zoo environment. Subject to unpleasant odors.
- **Pressure Factor** - Requires working under stressful conditions. Moderate pressure to meet scheduled and recurring deadlines.

Acknowledgement

I have read and understand the above job description; and I can perform the essential functions of this position and ensure that the Organization's Quality Systems, Policies, Goals and Objectives are met and maintained.

Print name

Signature

Date