Toronto Botanical Garden

WHERE PEOPLE & PLANTS THRIVE

Director of Horticulture
Toronto Botanical Garden

The Organization

Toronto Botanical Garden (TBG) is the leading destination in Toronto to experience sustainable horticulture, and to better understand our collective role as stewards of our ecosystem. With free admission and over 300,000 visitors a year, TBG is where people and plants thrive. Beyond an inspiring plant oasis, we are a dynamic community hub and an engaging learning environment that maintains Canada's largest private horticultural library. Our LEED Silver Certified Building with an energy-efficient sloping green roof and ecologically conscious design include indoor/outdoor event and learning spaces, a garden shop, and a seasonal café.

Toronto Botanical Garden connects people and plants, fostering sustainable communities and developing reciprocal relationships with nature through lifelong learning.

The Future

Our long-term vision is a garden for all; a diverse community that recognizes the life-giving role of nature, working together for a more sustainable world. In partnership with the City of Toronto, TBG is embarking on an exciting landmark capital expansion. Today the Garden is a 4-acre botanical garden nestled in the City of Toronto's Park System adjacent to Edwards Gardens and the Wilket Creek Ravine. As the Garden prepares to expand its managerial oversight across thirty-five acres (in a phased approach), the organization is scaling up to achieve sustained organizational performance as a modern, world-class living museum. This position offers a rare opportunity to help shape Toronto Botanical Garden's horticultural impact and mandate during a pivotal period of renewal and growth.

Location: 777 Lawrence Avenue East, Toronto, Ontario M3C 1P2

Website: torontobotanicalgarden.ca
Gardens: torontobotanicalgarden.ca/explore/a-garden-for-all/

How you will make an impact

The Director of Horticulture serves as the principal steward and visionary for the living collections, horticultural displays, and landscape design of Toronto Botanical Garden. The Director provides strategic, design, and technical leadership, playing a central role in maintaining the Garden's horticultural excellence and creating experiences where people and plants thrive. As a steward of a living museum, the Director will ensure that the Garden's landscapes and collections are not only horticulturally exceptional, but meaningful, welcoming and relevant to the people and communities we serve.

Reporting to the CEO as a key leadership team member, the Director of Horticulture will drive the Toronto Botanical Garden forward, embracing the legacy of our original 4-acre botanical garden, while serving as a key partner as the Garden prepares for and realizes the expansion into the surrounding Edwards Gardens. Together with our horticultural staff and volunteers you will guide the scaling up of our horticultural operations. You will build on past success, while diligently focusing on developing inspiring gardens and forward-thinking collections that are relevant to the Garden's diverse and evolving audience and reflect our belief in a Garden for All. You will champion horticulture as a way to connect people with plants, deepen understanding of the natural world, and create a sense of belonging and discovery for everyone who visits.

You will be a self-starter, skilled at balancing the mission and the business; while also motivated to build and mentor a team that has the capacity and passion to take the Garden's horticulture to new heights. You will inspire a team that takes pride in both horticultural excellence and the visitor experience, and that understands the role our gardens play in helping people connect, learn, gather and thrive.

The Director of Horticulture is expected to maintain a regular presence throughout the garden, working alongside the horticultural team when appropriate. We are looking for someone who leads from both the landscape and the office.

Job Responsibilities

- Develops, manages, and evaluates the Garden's living collections, gardens, and landscapes to advance the Garden's mission.
- Builds and mentors the TBG's horticulture department (currently 3-4 fulltime seasonal team members, along with interns) to achieve excellence in horticultural management and mission engagement.
- Leads a team to create progressive horticultural displays and collections that attract and engage diverse audiences, while also improving the overall guest experience.

- Develops, assesses, and monitors annual horticulture plans and corresponding budgets.
- Balances the near-term and annual planning with the long-range strategic direction of the department.
- Ensures a safe and respectful work environment for staff, interns, volunteers, and visitors, adhering to Ontario Occupational Health and Safety regulations.
- Collaborates with the Audience Engagement, Development, Learning, Guest Experience teams to amplify TBG's focus on being an inspiring plant place, an engaging learning environment and a dynamic community hub, furthering the organization's strategic plans.
- Collaborates with other team members on content for interpretive horticultural related materials, signage, and programs.
- Collaborates with the Development team to leverage sponsorship and grant opportunities, track deliverables, and ensure reports are prepared on time.
- Serve as a primary contributor to the Expansion and Renewal planning, including supporting the Expansion Committee, working with landscape architects and related contractors to realize future garden improvements.
- Fosters and lead strong partnerships with organizations and individuals to amplify TBG's mission.
- Actively participates on the Senior Leadership Team and committees as directed by the CEO.
- Serves as a professional representative of the Botanical Garden within the Greater Toronto Area and national public garden communities.

Experience and Qualifications

Overall, this position requires high energy and enthusiasm for plants, people and gardens. The ideal candidate is a forward-thinking individual who works well with others, and someone focused on effectively managing change to achieve the Garden's vision over the next decade.

- University degree or equivalent in horticulture, landscape architecture, environmental science, ecology, or a related field.
- Minimum 5 years progressive horticultural leadership experience in a botanic garden, arboretum, or public garden.
- Experience leading a high-performance team, working cross-functionally across an organization, and leading a core-mission function.
- Must have thorough knowledge of botanical garden collections, supporting science and sustainability practices with demonstrated creative design abilities.
- Must have excellent plant ID skills and a good understanding of plant taxonomy.
- Communicates and manages well at all levels of the organization while also exercising good judgment and effective decision making based on accurate and timely analysis.
- Excellent writing skills as well as a skilled presenter.
- Demonstrated experience for managing budgets, setting, and fulfilling strategic goals, establishing work plans, and attaining outcomes.
- Proven experience working with and/or managing volunteers in a nonprofit setting.
- Current Arboriculture certification is an asset.
- Working knowledge of software programs including collection management programs.
- Must be able to safely handle power equipment and hand tools.
- Must be able to frequently lift and carry up to 50lbs, move for long periods of time, and operate machinery as the job requires.

- Must be available to work flexible hours that occasionally include nights, weekends, and statutory holidays, when necessary

Do you have it in you?

You are passionate about the mission of Toronto Botanical Garden, *connecting people and plants, fostering sustainable communities, and developing reciprocal relationships with nature through lifelong learning* and are interested in aligning your skills and passion to benefit this work. You take pride in the work you complete and have a strong commitment to responsibility, teamwork, and trust. You excel at strategic thinking, being open to new perspectives and better ways to do things; you are creative, visionary, and manage innovation well. You face challenges and conflict with professionalism, grace, and resolve. You have the vulnerability to know what you don't know, admit your flaws, and learn from others to grow and develop yourself and the organization. You are a team player first and believe in the power of a diverse collective to solve problems. You have a great depth of knowledge in your area of expertise, but don't take yourself or the world too seriously. You focus on the positives and find humour and awe in every day.

Job Characteristics

- **Sense of urgency for goal achievement.** Because the pace of the work is faster than average, your ability to learn quickly and thoroughly while continually recognizing and adapting to changing conditions is critical.
- **Results focus**. You will be tasked with varied activities, multiple and simultaneous projects in a fast-paced environment. Your focus is on achieving results which are aligned with the larger picture of the organization and its strategic goals.
- **Problem solving orientation.** Initiative, coupled with a sense of competitive drive, and the ability to stay focused on results despite rapidly changing conditions, is the key to achieving the performance objectives of this job.
- You are a leader who is firm and goal oriented, and yet motivates, trains, and engages others in an enthusiastic way. Your emphasis is on building rapport and relationships with individuals and groups that requires an outgoing, poised, and persuasive communication style.
- You balance risk taking with self-assurance, and the confidence to purposely drive toward results while constantly problem-solving and engaging the commitment of others is essential.
- Your decision-making is focused on implementing practical, timely solutions.
- While the job requires the ability to act independently you also have a sense of urgency and the confidence to handle a variety of challenges, and a full commitment to the success of the business and high standards of achievement are expected in this position.
- The job environment is flexible, constantly changing and provides growth opportunity, recognition, and reward for the achievement of business results.

Equal Opportunity Employer

Toronto Botanical Garden is an equal opportunity employer and is committed to maintaining a welcoming, safe, diverse, and inclusive environment. TBG's workplace has a long-standing policy of providing fair, equitable, and accessible opportunities for all employees and prospective employees. TBG encourages all qualified applicants for employment regardless of age, race, ethnicity, nationality, sexual orientation, gender identity and expression, religion, or disability status.

Job Type: Full-time, exempt

Pay Range: $90,000-$120,000 per year.

Benefits:

- Extended health care including: Health, Dental, Vision, Life, Accidental Death, and Employee Assistance Program
- Vacation and Holiday Pay, along with Wellness and Give-back days
- Botanical Garden Membership
- Free Parking
- Along with many other benefits of working in a creative and beautiful place

HOW TO APPLY:

Toronto Botanical Garden has partnered with EDGEPATH Talent Solutions to conduct this search. To apply to this opportunity, please send an email with your cover letter and resume to Karen Hsiung, Partner at Karen@Edgepath.ca.

All qualified candidates are welcome to apply; however, priority will be given individuals who reside in and are eligible to work in Canada, and who are available for full-time employment.

We thank all those who express an interest, however only those chosen for an interview will be contacted.

Artificial Intelligence (AI) Disclosure: AI is not used to screen, assess, score, rank, or select applicants. All evaluations are conducted by human decision-makers.

Vacancy Notice: This posting is for an existing vacancy and is not intended to create an ongoing candidate pool for future openings. Qualified applications will be individually assessed for this role only.

Toronto Botanical Garden is committed to an inclusive, accessible and welcoming hiring process that provides reasonable accommodation to all applicants. Please advise Karen Hsiung Karen@Edgepath.ca should you require any accommodation to participate in this posting, recruitment, selection and/or assessment processes.