



Cylburn Arboretum Friends (CAF) is the non-profit organization that has been partnering with the City of Baltimore since 1954 to maintain the grounds and gardens at Cylburn. Our commitment to the Baltimore community is to support the Cylburn Arboretum through stewardship and educational programming.

Cylburn Arboretum Friends is committed to an inclusive, diverse, equitable, and accessible work environment. Our aspiration is to continue to cultivate a workforce and institution that is as diverse as the communities we serve.

POSITION TITLE: Garden Educator

Hourly Rate: \$16-\$18/hour

Hours per Week: 40

Reporting to: Head Gardener

Description:

Cylburn Arboretum Friends staff members actively tend the grounds and gardens at Cylburn Arboretum. We are also working to educate the surrounding neighborhoods and Baltimore as a whole about the value of green spaces, trees and gardens. This position splits time between the daily care and maintenance of gardens and tasks related to educating visitors. Considerable independent judgement must be exercised with direction from the Head Gardener or Education Director if needed. This is a one-year term position with potential to extend in the future.

Typical Duties:

- Demonstrates garden techniques to visitors and is available to answer questions.
- Performs general plant care, garden maintenance, and essential garden duties, relying on knowledge of horticulture and plant care techniques including but not limited to planting, pruning, weeding, and watering.
- Works closely with Education Director to develop CAF programs.
- Assist with Cylburn Nature Camp and develop horticulture specific programs.
- Facilitates hands-on learning opportunities with consistently scheduled programming once per week.
- Leads a volunteer day once a month, with an educational component.
- Work with our High School internship program and assist with CAF field trips.
- Provides visitor services for the Nature Education Center by opening and closing the building one weekend a month and supervising the Visitor Service Volunteers.
- Operates machinery and equipment used in the performance of gardening duties at times inclusive of herbicide application.
- Works independently and with supervision and as a member of a team.
- Assist with special projects as needed and attend staff meetings.



MINIMUM QUALIFICATIONS

At least 2 years of professional gardening experience, or training in horticulture or a related field, required. Must have the ability to work outside in various weather conditions; endurance to walk, stand, kneel, bend, and stoop; strength to push, pull, and lift up to 50 lbs. In addition, at least 2 years of facilitating or teaching experience, preferably with youth. Demonstrated ability to work with diverse populations including youth and adults. Strong leadership and interpersonal skills. Ability to work effectively in a team environment. Required to work some weekends.

Compensation:

Salary Range grade 046

Benefits:

Cylburn Arboretum Friends (CAF) offers a supportive and flexible work environment with a range of meaningful benefits. Employees accrue paid time off (PTO) starting at three weeks annually, with increases based on years of service. We also offer a retirement plan with a 3% employer match. While health benefits are not traditionally provided, they may be negotiated as part of the hiring process. CAF is committed to supporting a healthy work-life balance and creating a workplace where employees feel valued and inspired by nature.

Cylburn Arboretum Friends provides equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, gender identity and/or expression, genetic information, marital status, veteran status, or any other characteristic protected by federal, state or local law.