



Job Description

Position: Gardener	Created: Feb. 10, 2023
Reports To: Assistant Superintendent, Golf Course Superintendent	Last update: Mar. 19, 2026
Direct Report(s): n/a	

Position Summary

This position is responsible for ensuring the gardens throughout the golf course and clubhouse surroundings are maintained to the highest quality during the golf season.

Key Responsibilities

- Manage and maintain all garden beds throughout the clubhouse grounds and golf course property in an “English Garden” perennial style.
- Designs flower beds when necessary.
- Cultivates shrubs and flowers.
- Trim and prune hedges and shrubs.
- Assists in the maintenance and upkeep of the low-pressure irrigation system for the gardens.
- Applies pesticides and fertilizers to plantings as needed.
- Advises the Course Superintendent and/or Assistant Superintendents of the need for maintenance / assistance when needed.
- Sources and orders plant material through local vendors, landscape centers, nurseries, etc.
- Maintain a clean work / storage space.
- Maintain a clean and orderly maintenance vehicle as well as tools.
- Performs other duties as directed by the Assistant Superintendent and Golf Course Superintendent.
- Follow all Health and Safety policies and procedures including the use of Personal Protective Equipment.

Work Environment

- Outdoors: extreme heat (in excess of 30°C), cold (below 0°C), high winds, extreme rainfall, lightning, thunderstorms, and hail.
- Exposure to plant (grass, trees, weeds) pollen, soil, sands, and dust.
- Insects and potential close contact with wild animals (deer, raccoons, skunks, etc.)
- May be exposed to upset members or guests.



Physical Effort

- A physically demanding role at the Club.
- Ability to lift and carry up to 50 pounds, move and push objects up to 75 pounds and to lift, move, and carry objects weighing more than 75 pounds with assistance.
- Standing and walking distances for extended periods of time.
- Regular lifting, shoveling, pulling, and pushing.
- Repetitive motions, i.e. bending, squatting, crouching, and twisting on a regular basis
- Manual dexterity and hand/eye coordination is required.

Work Hours

- Shift work on weekdays and weekends as required – approximately 30 hours per week during peak season and 8 hours per week during winter months.
- Hours vary from 5:00am to sunset or later dependent on Club demands.
- Typical weekday shift is 7:00am to 2:30pm; typical weekend shift is 7:00am to 11:00am.
- Some overtime may be required during peak times.

Education / Work Experience

- Previous gardening experience.
- Previous gardening experience on a golf course is an asset.
- Horticulture, landscaping, or botany related courses, undergraduate, or diploma.
- Experience in the safe operation of motorized vehicles is an asset.
- Valid driver's license.

Skills & Knowledge

- Strong work ethic – hard working, enthusiastic, self-motivated, positive attitude, flexible schedule.
- Teamwork and cooperation skills are a requirement.
- Effective communication skills – listening, understanding, and responding.
- Constant focus and attention to detail.
- Ability to perform high quality work.
- Commitment to working in a safe manner at all times.
- Provide the highest levels of service to members and guests when applicable.

The Club reserves the right and privilege to amend this job description as dictated by business needs.