



## Director, Horticulture

Under the general supervision of the Senior Director, Parks, Planning and Properties and within established policies and guidelines, assists the Senior Director to providing strategic direction to all Parks Planning and Properties staff to meet or exceed Niagara Parks standards of Horticulture excellence that support an outstanding visitor experience. Represents Niagara Parks with external parties such as volunteers, various stakeholders and regulatory agencies toward preserving, conserving, habitat protection/enhancement, together with land management planning, fund-raising, grant applications and associated business case preparation/analysis.

Niagara Parks offers a competitive salary as well as a comprehensive benefit and pension plan.

A successful Police Information Check is required for the selected candidate.

**Applications for this position will be accepted until February 15, 2018.**

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### ABOUT US:

Niagara Parks is one of the largest employers in the Niagara Region, with over 1,700 full time and seasonal employees. Our team is comprised of energetic and friendly staff who provide guests from around the world with exceptional quality service. Niagara Parks is committed to attracting and retaining a highly professional, motivated, engaged and inclusive workforce within a culture of teamwork, mutual respect and trust. This is achieved by aligning the right people with the right skills in the right places to promote continuous improvement and excellence. Our corporate vision is to be an innovative example of sustainability as the environmental and cultural stewards of the Niagara River Corridor; a welcoming, accessible and inspiring place offering world class natural, historical and authentic experiences; a source of national pride and identity; and one of the most spectacular parks in the world.

### QUALIFICATIONS:

- Completion of a relevant post-secondary program in Horticulture or Landscape Architecture.
- Minimum of five years related experience in horticulture design and operations.
- Demonstrated experience in plant production, greenhouse operations and park design.
- Demonstrated experience and specialized knowledge in public programs related to nature and eco-tourism.
- Demonstrated experience related to project management, preferably in a public-sector environment.
- Possess a demonstrated record of leadership and guidance, technical competence, customer focus, innovation/creativity, team advocacy, staff delegation and empowerment, and commitment to results.
- Excellent organizational and planning skills with the ability to multi-task.



- Must possess excellent computer skills in a Windows environment utilizing MS office software with knowledge of a variety of software applications/social media.
- Knowledge of and experience with environmental conservation, public outreach/education programs and working with volunteers, with experience in a unionized environment preferred.
- Demonstrated experience in grant-writing and policy making.
- Highly effective leadership, facilitation, communication, writing, presentation, interpersonal and organizational skills with the ability to deal effectively with landowners, guests, volunteers, other organizations, and the general public.

## **DUTIES AND RESPONSIBILITIES:**

- Prepares the operating budgets, and expense and revenue projects for the Horticulture and Parks attractions in co-operation with location managers in consideration of overall organizational fiscal responsibilities; implements changes as required.
- Assist in the development and implementation of related NPC policies and programs, monitoring the effectiveness of existing policies to recommend improvement strategies.
- Provide creative leadership and direction to staff. Promote teamwork and integration between internal and external parties participating in cross-functional and cross program initiatives.
- Manages, controls and delegates direction with respect to operating/capital expenses and purchases, including cost-saving initiatives within the established budgets and in accordance with the approved Delegation of Authority.
- Provides direction, motivation and leadership for the planning, development and delivery of a range of horticultural programs, displays, events, project initiatives and shows.
- Oversees measures to monitor and ensure high levels of customer service and related standards are achieved for all Parks attractions, includes standards of excellence for garden designs and displays that provide a world class visitor experience to align with business development objectives of Niagara Parks.
- Provides recommendations to the managers of the Butterfly Conservatory, Nature Glen and Floral Showhouse for the improvement and change of educational program offerings.
- Liaises with other NPC departments, as well as outside organizations such as Federal, Provincial and Municipal agencies, NGOs, nature clubs, third party vendors (e.g. Marina); Develops contacts with other National and International organizations as appropriate (cycling network).
- Co-ordinates, manages and approves hiring decisions and makes recommendations related to scheduling, corrective action, staff development/coaching, goal-setting, training, succession planning and employee relations for all employees in the Horticulture team.



We are an equal opportunity employer. In accordance with AODA (Accessibility for Ontarians with Disabilities Act, 2005), Niagara Parks will provide accommodations throughout the recruitment, selection and/or assessment process to applicants with disabilities. If you require disability – related accommodations, please inform the Human Resources (HR) staff. All personal information is collected under the authority of the Freedom of Information and Protection of Privacy Act. We thank all applicants for their interest, however only those selected for an interview will be contacted. To request an alternate format, please contact Niagara Parks at 905.295.4396 x3255 or by email to [accessibility@niagaraparks.com](mailto:accessibility@niagaraparks.com)