Dow Gardens is a 110-acre botanical garden where people come to connect with nature, discover something new, and create lasting memories. From vibrant seasonal displays and thoughtfully cultivated landscapes to educational programs and unforgettable guest experiences, the beauty of Dow Gardens begins with the people who care for it.

We're looking for a **Horticulture Manager** who is passionate about plants, people, and creating exceptional garden spaces.

This is a leadership role for an experienced horticultural professional who can inspire and develop a team, bring ideas to life, and help steward Dow Gardens' Living Collection. The Horticulture Manager combines hands-on horticultural expertise with strong leadership and collaboration to ensure our Gardens remain beautiful, healthy, sustainable, and inspiring for every guest.

Position Summary

The Horticulture Manager provides day-to-day leadership and direction for the horticultural team responsible for the care, presentation, and continued development of Dow Gardens. This position directly supervises horticulturists and area managers while guiding seasonal employees and volunteers.

Working under the direction of the Director of Grounds and in collaboration with the Curator, the Horticulture Manager helps steward the Gardens' Living Collection and ensures horticultural practices support Dow Gardens' standards for beauty, plant health, sustainability, and guest experience.

Key Responsibilities

- Provide leadership, supervision, coaching, and development for horticulturists, area managers, seasonal employees, and volunteers.
- Participate in hiring, onboarding, training, performance management, and annual reviews for assigned staff.
- Work with the Director of Grounds to plan, prioritize, and coordinate daily and seasonal horticultural work, assigning personnel and resources based on garden needs and project priorities.
- Provide advanced horticultural guidance and participate directly in complex or specialized projects.
- Conduct regular inspections of the Gardens and identify opportunities or concerns related to plant health, garden presentation, safety, and infrastructure.
- Perform and guide horticultural practices including planting, pruning, irrigation, fertilizations, pest management, and seasonal maintenance.
- Assist with the design, installation, and maintenance of seasonal and permanent horticultural displays, with consideration for aesthetics, sustainability, and long-term garden health.
- Support the management and continued development of the Gardens' Living Collection in collaboration with the Curator and Curation team.
- Coordinate with Facilities and other operational teams on garden infrastructure, improvements, and seasonal needs, including snow removal.

- Assist with development and management of operational budgets for assigned garden areas, including plant materials, displays, supplies, and related expenses.
- Collaborate with internal departments, contractors, and outside partners on garden-wide projects, exhibitions, events, and special initiatives.
- Lead horticultural tours and presentations and assist with education programs, special events, and other guest-facing activities.
- Foster a collaborative, learning-oriented team culture focused on accountability, professional development, and continuous improvement.
- Perform other duties as assigned.

Qualifications

- Bachelor's degree in Horticulture, Plant Science, Landscape Horticulture, or a closely related field.
- Minimum of five years of professional horticultural experience in a public garden or comparable setting.
- Minimum of three years of experience supervising and developing full-time employees.
- Demonstrated knowledge of plant material, horticultural practices, garden maintenance, and landscape design.
- Strong leadership, communication, organization, and interpersonal skills.
- Ability to plan, prioritize, delegate, and coordinate multiple projects and competing priorities.
- Ability to track and manage operating expenses and work within established budgets.
- Michigan pesticide applicator license or ability to obtain one within an established timeframe.
- Valid driver's license and acceptable driving record
- Ability to safely operate and work with common horticultural equipment, hand and power tools.
- Ability to work outdoors in varying weather conditions throughout all four seasons.
- Able to safely perform physical horticultural work, including standing, walking, bending, kneeling, climbing, and working with hand and power tools.
- Ability to lift and carry up to 50 pounds.

About Dow Gardens

Since being established in 1899, as a home for Herbert H. and Grace A. Dow and family, the 110-acre Dow Gardens now welcomes more than 200,000 guests per year. Visitors are invited to leave the pathway and explore the uniquely designed landscape, take a tour of the historic Pines Home, participate in one of many hands-on educational programs, stroll the nation's longest canopy walk, and discover beautiful art and music in a relaxed setting.

Dow Gardens is a signature gift of The Herbert H. and Grace A. Dow Foundation.