



Golden Root Gardening

Golden Root Gardening is a creative garden design, installation and maintenance company. We strive to be the most knowledgeable, professional, innovative, and efficient horticultural service in Rhode Island. Golden Root Gardening brings joy to its customers by creating natural sustainable beauty in a style that speaks to them. From manicured to wild looks, we provide stunning services while maintaining a focus on sustainable design using native plants and organic maintenance to support biodiversity and work in harmony with people and the earth.

Garden Crew Member

The Golden Root Gardening Crew Member will be responsible for assisting the crew leader in garden maintenance and/or new garden installations at 1-5 sites per day.

Core Qualifications

- A passion for continued learning about gardening and nature.
- A desire to participate in an environment of positive teamwork, resulting in camaraderie with coworkers through shared experience and work ethics.
- Highly reliable and organized.
- Able to take instruction with a willingness to ask questions.
- Executes the overall service vision by following the methods of Golden Root Gardening (as taught/shared by crew leaders).
- Hardworking and proficient with initiative to problem solve and improve efficiency.
- Strong verbal communication skills.
- Positive attitude and energetic disposition.
- Reliable vehicle.
- Comfortable with household pets.
- Strong physical stamina.

Preferred Qualifications

- At least one previous paid or volunteer position which required outdoor work (examples: farm work, landscaping, gardening, trail maintenance).
- An ability to quickly learn, identify, and differentiate between common plant, vine, and shrub species.
- A keen eye for detail and aesthetics in garden and landscape.

Core Responsibilities

- Arrive promptly each day, dressed appropriately and prepared with hand tools, water, lunch, sunscreen and anything else personally needed for the day. Crew start time is the time at which crew members must be assembled at morning meeting location, Earth Care Farm, Charlestown, RI.
- Be attentive to instructions provided by the crew leader.
- Ask for clarity if additional knowledge is needed for the task at hand.
- Support the crew leader with achieving the tasks of the day.
- Provide responsible, respectful care for tools and vehicles.
- Maintain timely communication with crew leader and/or management for any work-related concerns.

Seasonal Hours

- The full season will be from at least April 15-October 31, but may start earlier and end later depending on client needs, weather conditions, etc.
- Full time hours are generally Monday through Friday 7:30am - 4:00pm. At management discretion, and with crew input, start and end times may vary seasonally (i.e. earlier start/end time during Summer months, later start/end time during Spring/Fall).
- One unpaid 30 minute lunch break daily.
- Two 15 minute paid breaks daily.

Garden Crew Member Compensation and Benefits

- This is a nonexempt hourly position starting at \$18.00 - \$23.00/hr, depending on experience.
- There are a minimum of 3 paid holidays (Memorial Day, Independence Day, Labor Day, and Indigenous People's Day). These holidays are paid for those whose routine schedule would require them to work on the date of the holiday observance. Management will communicate in advance any revisions to the holiday schedule.
- There is one week of paid vacation in late July/early August. The dates for the vacation shut-down week are provided by management at the start of the season, and employees are paid 8 hours for each day typically worked for the week.
- Employees will be laid off during the winter months, to enable application for unemployment benefits, if desired.
- Full-time (5 days per week) employees are eligible for up to \$400 reimbursement for clothing/gear such as boots, work pants, and outerwear. The reimbursement is prorated for part-time employees and for employees working less than a full season.
- Golden Root Gardening is happy to support your professional growth, reimbursing employees for certain continuing education classes and events. The maximum reimbursement is \$400, and must be coordinated with management in advance to ensure applicability.
- Returning employees, starting with the second season, will receive a yearly bonus at the start of the season for continuing service.
- Discounted organic compost products and free produce are made available to crew members, courtesy of Earth Care Farm.