Position: Plant Propagator for Wildlife (Gibraltar) Ltd (WGL)

Reports to: Curator, Company Manager, Executive Director.

Responsible for: N/A

Summary

The purpose of this role is to provide the skills and advice to management for the propagation and care of plants in the nursery environment, to ensure plants are at their optimum throughout the growing cycle. The role is expected to work collegially with other GBG staff.

Responsibilities

Horticultural Maintenance, Propagation and Planning:

- Propagate and prepare plants for use throughout the gardens, conservation and research purposes, as directed by the Curator.
- Propagate native species in need of conservation - ensuring that the stock of such species remains adequate and secure for conservation purposes – and any other species that is of conservation or research interest, as may be determined by the Curator and Director.
- Assist the Curator and Director in the planning of plant collections, including detailed cataloguing of propagated material for databasing.
- Determine the proper techniques, timings, required pre-treatments, appropriate growing media, container usage, and/or any other specialized requirements in preparation for planting and/or propagation takes place in a timely and coordinated manner.
- Ensure that the appropriate irrigation, weeding, fertilizing, pruning, sanitation, and pest control on all nursery stock takes place and is effective at maintaining plants in optimum health.
- Ensure that proper spacing, air circulation, and sun/shade exposure are monitored and adjusted in a timely manner and are effective in maintaining plants at optimum health.
- Carry out pest, disease and mortality checks in a timely manner.
- Monitor and actively manage plant growth and plant well-being to achieve the highest quality standards.
- Ensure that quality control checks of plant material are actively managed, controlled by standard operating procedures and comply with company requirements, systems and processes.
- Undertake the sorting and preparation of plants in a timely manner and in conjunction with standard operating procedures and quality measures.
- Develop and maintain the seed bank, with an emphasis on collecting and preserving seeds of key native species and any other as may required.
- Assist and support in providing training to any member of staff, trainee, volunteer or visitor.

Technical Research and Knowledge

- A current knowledge of new market products which could assist with plant propagation, health and quality.
- The researching of various nursery-related topics is undertaken as appropriate and requested.
General

- Be an active participating member of the nursery team, undertaking hands on roles as directed by the Curator, in all aspects of the nursery’s daily production activities. These will include but not be limited to seed-sowing, cuttings, grafting, watering, application of suitable treatment, general plant care etc.
- Occasionally assist in general works throughout the gardens, as determined by the Curator.
- Ensure that Standard Operating Procedures (SOPS) are adhered to.
- Have excellent verbal & written communication skills.
- Maintain a high level of attention to detail, planning skills, and work ethic.
- A positive attitude towards Health, Safety, and Environment is maintained.
- The Employee may be required from time to time to perform other duties within other areas of the company which the Employer may reasonably expect the Employee to perform as the needs of the Employer dictate.

Salary & Conditions

- Salary is paid per calendar month.
- The role is 37 hours per week: 8am to 3.30 Monday to Thursday, and to 3pm Friday.
- Overtime work may be carried out as previously approved by the Curator.
- Annual and sick leave apply as per company policy.
- The position is subject to a twelve-month trial period; upon successful completion the position of Plant Propagator will be held for as long as WGL is contracted to manage the Alameda Gardens, or until retirement age, whichever is the earlier, or the Plant Propagator falls foul of the requirements pertaining to his/her position.
- The Plant Propagator may terminate his/her employment by resignation. The Plant Propagator shall give the Curator at least one month’s notice prior to resignation.
- The age of retirement for the Plant Propagator shall be 65.
- All WGL policy’s and disciplinary rules apply to the Plant Propagator.