

Employment Opportunity – Director of Gardens & Horticulture
Full-Time

The Cummer Museum of Art & Gardens seeks to fill The Doolittle Family Director of Gardens and Horticulture (DGH) will provide the leadership, direction, management, and other resources necessary to bring the historically significant Cummer Gardens to their fullest potential, deepen the Cummer Gardens' significance as horticultural gems, and have responsibility for their greenspaces, programming, and plant collections. The DGH will position the Cummer Gardens as an integral pillar of the institution and a magnet to draw in new audiences and elevate the visitor experience. Serving as the primary force for creative development of the Cummer Gardens, the DGH will offer new perspectives and ideas to elevate its living collections and programming.

The DGH will activate the Cummer Gardens as a partner with the Museum's engagement and curatorial functions, increasing connectivity between the art, gardens, and educational pillars of the Museum's mission. As a member of the Executive Team, the DGH will work collaboratively with peers and ensure that the Cummer Gardens are central to visitors' Cummer experience, and where appropriate, highlight aspects of the Cummer Gardens that might complement current exhibitions and the Museum's object-based art collection. The DGH will partner with the Museum's curatorial team to present outdoor exhibitions that are mission-driven, audience-building, and revenue-generating.

The DGH will establish and maintain high horticultural standards across the entire campus and address the totality of the landscape as a managed system of history, heritage, resilience, visitor experience, and horticultural best practices. Additionally, they will inspire, manage, and grow a committed team of professional and volunteer gardeners and cultivate a network of community and business leaders, policy makers, and donors while elevating the level of commitment among the Cummer Gardens' longtime supporters.

The DGH will be an internal partner and ally in the implementation of the Museum & Gardens' five-year visionary Strategic Plan, which underscores that the Gardens are a unique and special asset of the Cummer Museum of Art & Gardens. They will champion sustainable design and resilience, and balance responsible progress with historic preservation during the Museum's upcoming Campus Master Planning initiative.

Essential Function:

The Doolittle Family Director of Gardens and Horticulture will serve as the primary champion for the Museum's garden-related activities and resources, and be a voice of responsible change, creativity, and community, with an emphasis on what is new and different.

- Support the Museum's mission, vision, and values by exhibiting the following behaviors: excellence and competence, collaboration, innovation, respect of individuals, commitment to our community, and accountability and ownership.

- Serve as a key voice and contributor to Museum leadership around strategic and master planning, specifically as it pursues an upcoming Campus Master Planning endeavor; work closely with planners, landscape designers and landscape architects to develop innovative ways to create and introduce contemporary ideas, programs, and gardens as the Cummer Gardens will be featured proximately in the Museum's master planning;
- Position the Cummer Gardens as a central asset of the Museum, ensuring its landscape is managed effectively. Develop and present innovative ideas and new directions for the underutilized areas of the gardens, aligning these enhancements with the Museum's inspiring vision and financial goals.
- Manage and maintain (in collaboration with the Cummer Gardens staff and contractors) the plant collections to the highest professional standards, including installation, care, pest identification and control, and propagation;
- Act as the public face of the Cummer Gardens, lead and guide conversations around garden-related topics including conservation, horticulture, and sustainability in and around the Jacksonville community; drive gardens-related programming; identify and cultivate the interests of the Gardens & Grounds Committee and other garden champions on the Board;
- Identify funding priorities including capital and collections improvements;
- Create an environment within the Cummer Gardens that is inclusive, welcoming, and engaging; strengthen local partnerships, traditional garden networks, and nontraditional community partners;
- With a mindful eye to the Cummer Garden's location on the St. Johns River, incorporate environmentally friendly and sustainable practices at every level of treatment, stewardship, management, and maintenance.
- Other duties as assigned

Knowledge, Skills and Abilities:

- Bachelor's degree in landscape architecture, horticulture, or related field, or relevant experience.
- Be a creative and entrepreneurial leader
- Leadership and management experience within a horticultural/gardens environment, ideally with a significant network and connections within the horticultural space; excellence and competence in gardens management, programming, and/or education; previous experience in a museum, public garden, historic landscape, or similar environment preferred
- Demonstrated appreciation for the historic nature of the Cummer Gardens and its offerings and unique sense of place with a museum environment, combined with an appreciation and interest in contemporary trends, initiatives, and best practices;
- Organizational and planning skills and an attention to detail, including budget management, strategic, and long-range planning experience; the ability to manage and grow a budget;
- Superior communications and presentation skills that are effective with a range of audiences including volunteers, staff, business and community leaders, the media, and the general public;
- Committed to serving the Museum's patrons, donors, volunteers, area garden clubs, and the greater Jacksonville community; the ability to instill in others a greater sense of accountability and ownership;
- Respect for cultural diversity and a demonstrated commitment to the Museum's emphasis on access for all;
- Ability to communicate effectively and with diplomacy when interacting with staff,

- volunteers, Board members, and the public in both large and intimate settings;
- Energetic and dynamic; able to articulate a vision and motivate staff, colleagues, volunteers and others; a strong and capable presence who inspires confidence in and enthusiasm for the Cummer Gardens;
 - A self-starter with strong problem-solving and organizational skills and the ability to handle and prioritize detailed projects simultaneously and make informed decisions; supportive of new ideas and creative risk-taking; passionate about the role and impact of gardens and other public spaces;
 - An individual with high integrity who is committed to excellence and practices good judgment, with a sense of humor and a delight in the work at hand; adept at creating and maintaining relationships that are critical to the success of the Cummer Gardens;
 - One who can appreciate and articulate the natural beauty and resources of the Cummer Museum of Art & Gardens.

Physical Demands/Work Environment:

- Specific vision abilities required by the job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.
- Normal building and office environment with occasional outside work
- Ability to lift and carry a minimum of 50 lbs
- Move for long periods of time, and operate standard horticulture machinery
- Frequently required to talk or hear
- Frequent periods of sitting (6+ hours) may be required during the workday
- Frequent periods of standing (4+ hours) may be required during projects and events

Why us?

- Medical, dental, vision, life insurance, telemedicine, short-term and long-term disability coverages.
- 403b retirement plan with match up to 5%
- Generous Paid Time Off and Holiday Structure
- Early Access to exhibitions before public access
- Museum membership with North America Reciprocal Museum (NARM) access
- Discounts in café and shop
- Competitive compensation with opportunity for professional development
- Did we mention this is a museum and historical gardens? We're surrounded by beauty.

Our Mission: To Engage and Inspire through the arts, gardens, and education.

Remote work: One day per week

Salary Range: \$87,000 to \$100,000

Cover letter and resume required.

Qualified applicants send résumé, cover letter, and salary requirements to the Cummer Museum of Art & Gardens, Attn: Human Resources Department, 829 Riverside Avenue, Jacksonville, FL 32204 or jobs@cummermuseum.org

EQUAL EMPLOYMENT OPPORTUNITY POLICY

The Cummer Museum's policy is to provide equal employment opportunity to all qualified employees and applicants for employment without regard to race, color, ancestry, national origin, gender (including pregnancy), sexual orientation, marital status, religion, age, disability, gender identity, results of genetic testing, service in the military, or any other protected status as required by federal, state, or local law. The Museum's intent and desire is that equal employment opportunities will be provided in employment recruitment, selection, compensation, benefits, promotion, demotion, layoff, recall, transfer, leave of absence, termination, and all other terms and conditions of employment.

COMMITMENT TO DIVERSITY

The Museum is committed to creating and maintaining a workplace in which all employees have an opportunity to contribute to the success of the institution and are valued for their skills, experience, and unique perspectives. In addition to being an important principle of sound business management, this commitment is embodied in Museum policy and the way it does business.