CUMMER MUSEUM
ART | GARDENS | EDUCATION

Employment Opportunity – Groundskeeper – Full-Time

The Cummer Museum of Art & Gardens seeks a dedicated and detail-oriented Groundskeeper to support the maintenance, appearance, and overall care of the Museum's historic gardens, lawns, and outdoor spaces. Reporting to the J. Wayne & Delores Barr Weaver Chief Curator, this position performs a variety of groundskeeping, landscaping, and horticultural maintenance activities to ensure the Museum's gardens remain beautiful, safe, and welcoming to visitors. Responsibilities include routine landscape maintenance, plant care, seasonal planting, equipment operation, irrigation maintenance, and preparation of outdoor spaces for Museum events and activities.

The Groundskeeper works collaboratively with the Gardens & Horticulture team and other Museum departments to maintain the beauty and integrity of the Museum's outdoor spaces. This role plays an important part in preserving the Museum's historically significant gardens, supporting horticultural excellence, and creating an exceptional experience for visitors to enjoy.

Essential Functions:

- Support the Museum's mission, vision, and values by demonstrating excellence, competence, collaboration, innovation, respect for others, commitment to the community, accountability, and ownership.
- Maintain the Museum's gardens, lawns, trees, shrubs, and landscaped areas through routine mowing, trimming, weeding, pruning, deadheading, fertilizing, mulching, watering, and other groundskeeping activities.
- Monitor plant health and assist with identifying and addressing pests, diseases, and other horticultural concerns under appropriate supervision.
- Assist with seasonal planting, flower bed rotations, plant propagation, and landscape improvement projects.
- Maintain the cleanliness, appearance, and safety of walkways, fountains, pools, outdoor furniture, and other garden structures and features using approved methods and procedures.
- Operate and maintain landscaping equipment, tools, and irrigation systems, including performing basic equipment maintenance and irrigation repairs as appropriate.
- Remove leaves, litter, garbage, debris, and other materials from gardens, lawns, walkways, and surrounding outdoor areas.
- Assist with preparing garden spaces for Museum events, exhibitions, and other activities, including setup and teardown.
- Assist with inclement weather preparation and recovery, including completing safety checks, securing garden furniture and objects, and assessing outdoor areas for potential hazards.
- Follow established environmental, horticultural, operational, and risk management procedures to support the safety and security of the Museum's grounds, visitors, and staff.

- Collaborate with the Gardens & Horticulture team and other Museum departments to maintain established garden standards and support the Museum's aesthetic and visitor experience goals.
- Perform other duties as assigned in support of the Museum's mission and operational needs.

Knowledge, Skills & Abilities:

- High school diploma or equivalent required; additional coursework or certification in horticulture, landscaping, or grounds maintenance preferred.
- Minimum of one year of professional experience in gardening, landscaping, grounds maintenance, or a related field, with demonstrated knowledge of basic horticultural practices, plant care, and landscape maintenance.
- Ability to safely operate and maintain landscaping equipment, tools, and irrigation systems.
- Strong attention to detail and a commitment to maintaining clean, attractive, and well-maintained gardens and outdoor spaces.
- Strong communication and interpersonal skills, with the ability to work independently and collaboratively as part of a team.
- Ability to understand and follow work instructions, safety procedures, and established operational guidelines.
- Commitment to providing a positive visitor experience and maintaining the Museum's high standards of horticultural excellence.
- Valid driver's license, if required for assigned duties, and ability to meet the Museum's driver safety requirements.

Physical Demands/Work Environment:

- This position is performed primarily outdoors and requires working in varying weather conditions, including prolonged exposure to heat, humidity, sunlight, and occasional cold or wet conditions.
- Ability to perform physically demanding work requiring frequent standing, walking, bending, kneeling, crouching, reaching, and repetitive movements.
- Ability to lift, carry, push, and pull materials and equipment weighing up to 50 pounds, with or without reasonable accommodation.
- Ability to safely climb and work from ladders, including performing tasks overhead.
- Ability to work occasional weekends or adjusted schedules based on Museum events and operational needs.

Why You'll Love Working Here

We offer great benefits, but we also offer something you can't put a price on: the chance to spend your workdays in a Museum and historically significant gardens, surrounded by beauty, history, and creativity.

As part of the team, you will enjoy:

- Comprehensive coverage - medical, dental, vision, life insurance, telemedicine, short & long-term disability coverage.
- Planning for your future - 403(b) retirement plan with up to 5% employer match.
- Plenty of time to recharge - Generous paid time off and holiday schedule.

- Insider perks - Early access to exhibitions before they open to the public.
- Explore for free - Reciprocal membership and admission to more than 2,000 gardens and cultural institutions through:
  - AHS (American Horticultural Society)
  - NARM (North American Reciprocal Museum Association)
  - ROAM (Reciprocal Organization of Associated Museums)
  - SERM (Southeastern Reciprocal Museums)
- Everyday discounts - Employee discounts in our café and Museum shop.
- Room to grow - Competitive compensation and opportunities for professional growth.

Our Mission: To create art, garden, and learning experiences that spark discovery and well-being

Remote Work: None.
Direct Reports: None.
Hourly Rate: $18.00 Hourly
Schedule: Full-time, 40 hours per week, Monday and Wednesday through Saturday, with varying hours based on operational needs, including occasional evenings and schedule adjustments as required.
How to apply:
To be considered, you must submit the following:

1. Resume
2. Cover Letter

Send your application materials to: Email: jobs@cummermuseum.org

EQUAL EMPLOYMENT OPPORTUNITY POLICY
The Cummer Museum provides equal employment opportunities to all employees and applicants for employment without regard to race, color, creed, ancestry, national origin, citizenship, sex or gender (including pregnancy, childbirth, and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, religion, age, disability, genetic information, service in the military, or any other characteristic protected by applicable federal, state, or local laws and ordinances. Equal employment opportunity applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, and training.

COMMITMENT TO DIVERSITY
The Museum is committed to creating and maintaining a workplace in which all employees have an opportunity to participate and contribute to the success of the business and are valued for their skills, experience, and unique perspectives. Our greatest strengths come from the people who make up our team. This commitment to diversity is embodied in company policy as well as the way business is conducted and the way we celebrate one another at the Museum.