



Position Title: Gardener
Reports To: Operations Supervisor
Department: Recreation
Status: Seasonal Casual
Revision Date: March 11, 2026

JOB PURPOSE

This position is responsible for planting, maintaining and beautifying public parks, gardens and landscapes within the Municipality of Red Lake. This role requires knowledge of horticultural practices and the ability to perform manual labor outdoors under varying weather conditions.

SPECIFIC ACCOUNTABILITIES

- Plant, maintain and care for flowers, shrubs and other plant materials in public spaces.
- Prepare soil by weeding, cultivating, mulching, and watering.
- Maintain garden tools and equipment in good working condition.
- Under the direction of the Director of Operations (or designate) apply fertilizers or herbicides and pest control solutions as needed, following safety guidelines.
- Assist with community gardening and beautification events.
- Ensure all work is performed in adherence to municipal health and safety regulations.
- Participate in greenhouse cultivation and transplanting operations.

KNOWLEDGE, SKILLS & TECHNICAL ABILITIES

- Strong attention to detail and a passion for gardening.
- Ability to work independently and as part of a team.
- Good communication skills to interact with the public and other team members.
- Proficiency with gardening tools.
- Ability to prioritize tasks for landscape projects and seasonal maintenance schedules.

WORKPLACE REQUIREMENTS & CONDITIONS

- High School Diploma
- Experience in planting, watering, pruning and maintaining variety of plants and flowers as well as landscape and garden features.
- Primarily outdoor work in varied weather conditions.
- Valid Ontario Driver's License.
- Required the wear and use appropriate Personal Protection Equipment (PPE), including steel-toe safety boots and high-visibility vest.
- Flexibility in availability, including mornings, evenings, weekends and holidays if needed.
- Ability to perform repetitive tasks such as seeding or weeding.
- Lifting and carrying heavy materials such as soil bags, stones and large plants (when applicable).

RELATIONSHIPS

- **Internal:** Employees of the Recreation and Facilities departments.
- **External:** Daily contact with the public.



RATE OF PAY

- \$ 22.46 an hour

WEEKLY HOURS

- 20 hours per week (Daytime/Evening/Weekends) with the potential for additional hours as operational needs require.

UNION

- United Steelworkers

DURATION OF POSITION

- The anticipated start date for this position is **May 4, 2026**, weather permitting. This is a seasonal role and is expected to continue through the summer months until the end of the operating season however the length of the assignment is subject to weather, municipal operational requirements and shall be at the sole discretion of the Municipality.