

# City of Kingston

## Skilled Labourer – Horticulture

**Job Number:** J1125-0020

**Bargaining Unit:** CUPE

**Job Type:** Regular Full-time

**Salary:** \$27.81 - \$34.03/Hour

Comprehensive Benefit Plan paid by employer  
Defined Benefit Pension Plan-OMERS

**Hours of Work:** 40 hrs/week

**Closing Date: November 20, 2025**

### Opening Statement

The City of Kingston is grateful to experience the traditional territories of Anishinabek (Ah-nish-nah-beg), Haudenosaunee (Ho-den-o-show-nee) and Huron-Wendat (huron-wen-dat). Kingston is a smart, livable city in the heart of eastern Ontario. Its stable and diversified economy includes global corporations, innovative start-ups and all levels of government.

At the City of Kingston, we believe that diversity and inclusion are essential elements of a thriving workplace. We value the unique perspectives and experiences that each individual brings to our team. As we continue to grow, we are dedicated to creating an environment where all employees feel welcomed, respected, and empowered to contribute their best work. The City of Kingston views diversity as its strength and we encourage applications from individuals of all backgrounds, including those from underrepresented communities.

As staff, you play a pivotal role in enhancing people's lives by delivering exceptional, customer-centered services of the highest quality. Within our highly ethical environment, you'll embrace accountability by consistently going above and beyond, actively listening to our customers, creatively addressing their needs, and maintaining unwavering respect for all individuals you serve. As a result, you'll become an integral part of our qualified and dynamic team, recognized for its compassion, excellence, integrity, inclusivity, and adaptability.

### Position Summary

The Skilled Labourer - Horticulturalist is responsible for the planning, implementation, and ongoing care of municipal horticultural assets, contributing to vibrant and well-maintained public spaces across the city.



**KEY DUTIES & RESPONSIBILITIES:**

Responsible for Greenhouse structure and all mechanical and non-mechanical contents

Responsible for guiding employees from other work areas to ensure the work assigned is done properly and efficiently

Duties include planning, planting and subsequent aftercare of all municipal horticultural displays, sport and other turf and the urban forest

Work in the spirit of team participation while performing all duties of a Horticulturist within Public Works

Plan and perform all aspects of plant care for annuals, perennials, and ornamental species

Design, install, and maintain garden beds and horticultural displays in public spaces

Monitor and manage insect and disease control across all plantings and greenhouse operations

Select and order seasonal plant material and coordinate seasonal flower bed layouts

Collaborate with the Supervisor to implement daily, weekly, and monthly operational work plans

Maintain accurate records of horticultural activities, including plant performance and inventories

Operate and maintain horticultural equipment, including routine checks, lubrication, refueling, and cleaning

Provide aftercare for municipal horticultural displays, including watering and seasonal upkeep

Coordinate and complete annual bed preparation and maintenance

Ensure safety and cleanliness of work sites, including winter safety protocols at the greenhouse and other applicable locations

Complete winter control operations as assigned

**Qualifications, Competencies**

2 year diploma in horticulture

Two (2) years' experience in horticulture and greenhouse operations

Valid Class 'G' driver's license with a satisfactory driver's abstract. 'DZ' license is preferred

Pesticide license is preferred

Design experience is an asset (CAD)

Must have reasonable working knowledge of Public Works activities including equipment operation, related tasks and duties as well Winter Control Operations related to Horticulture

Must demonstrate corporate values of Belonging, Collaboration, Accountability, and Innovation

**Skills, Abilities, Work Demands**

Able to perform the essential duties of the job

Ability to work outside in inclement weather conditions and perform all duties in a safe and efficient manner

Ability to interact with the public in a polite manner

Thorough knowledge of and the ability to operate equipment and machinery in a safe and efficient manner

Must be willing to work any and/or all shifts, as may be required

Must be able to work in a team setting and independently without direct supervision

Demonstrated ability to perform under stressful conditions

Must obtain and maintain a satisfactory criminal record check

## **Closing Statement**

Please inform us of any accommodations we need to make to ensure a barrier-free recruitment experience. Accommodations are available in accordance with the Ontario Human Rights Code (OHRC) and Accessibility for Ontarians with Disabilities Act (AODA) at any stage in the recruitment process. We're happy to provide more information if you email us at [HRCity@cityofkingston.ca](mailto:HRCity@cityofkingston.ca).

Please apply to Career Opportunities at: [www.cityofkingston.ca/Careers](http://www.cityofkingston.ca/Careers)  
Your resumé must demonstrate how you meet position requirements. Please upload to your profile any educational Degrees, Diplomas and/or Certificates that are relevant and required for the position. We thank all who apply, however, only those selected for further consideration will be contacted. Information collected will be handled in accordance with the Municipal Freedom of Information and Protection of Privacy Act.

**[Please CLICK HERE to Apply](#)**