



Lead Hands – Bareroot (2 positions)

Ferguson Tree Nursery is looking for 2 Lead hands to work in our bareroot program who, under the direction of the Section Grower Bare Root, will take a lead role in the production of bareroot seedlings by working directly with the products. Our native trees, shrubs and perennials are used by our clients in reforestation and naturalization projects that provide habitat for wildlife and combat deforestation and climate change. The ideal candidate is someone who enjoys being outside and likes physical work (bending and lifting), has good attention to detail to ensure the seedlings are taken care of, can work in a team or alone, is self-motivated, and can be flexible with shifts to account for Mother Nature.

Your Role:

As part of a team, you will work with others to plan and execute the work required to grow healthy, high quality trees and shrubs. Once the plan is set, you may find yourself working independently to execute the plan or leading a team to accomplish key tasks. There is a lot of variety during the growing season, but some key duties will include:

- Seeding of all tree and shrub seedlings in the field;
- Caring for all bareroot stock throughout its lifecycle including fertilizing, irrigation, weeding, pruning, thinning, spraying, sorting and all other activities to ensure a quality product that meets required standards;
- Inventory management - Accurate counting and mapping of all bareroot stock including stage of development as directed;
- Taking a lead with staff during the spring and fall tree lifts;
- Assisting the Section Grower Bareroot as needed;
- Customer service – ensuring orders are packed accurately with quality product on time for pick-up or delivery;
- Cleaning and proper storage of trays, vehicles, tools and equipment and maintaining a clean and organized work environment that is safe and efficient

Are you up for the challenge?

In order to succeed in this position, you will possess training, knowledge and experience in the relevant tasks mentioned above:

- You are self motivated and can work independently or in a team, you take direction well and ensure your work meets expectations of quality and timeliness;
- As a team leader, you are skilled at providing clear direction, motivating staff to meet production and quality standards, and mentoring to improve performance. Staff supervisory experience is preferred;
- A valid pesticide license or the ability to obtain it would be an asset;



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- You have an interest in native species of trees, shrubs and perennials as demonstrated by a degree or diploma in forestry or horticulture or previous work experience. 1-3 years experience in a nursery or greenhouse setting is preferred;
- Ability to work full time hours with some variations to schedule due to weather and work load (early starts due to heat, longer hours during the busy season, time off due to inclement weather)
- Ability to work weekends during spring harvest as well as a flexible work schedule to accommodate either production needs or climatic conditions;
- You are physically capable of doing the duties identified and repeatedly lifting products weighing up to 25kg ;
- Ability to work in various climatic conditions including rain, heat and cold;
- Willing to follow all appropriate laws and nursery policies;
- G class license with clean driving record;
- Experience operating a fork lift, UTVs and trucks is preferred

What we Offer:

Ferguson Tree Nursery provides a collaborative, team-oriented work environment with an interesting variety of tasks plus the opportunity to work in a field that is promoting sustainable forestry and contributes to increasing tree planting in Ontario and beyond.

Ferguson Tree Nursery provides a competitive wage between \$19-\$21/hour depending on experience. In addition, we offer a boot/clothing allowance.

This position is a 10-month seasonal contract typically from mid-February to mid-December and off in the winter months. Normal work hours are 4 10-hour shifts per week, usually 8am till 6:30pm. Summer hours are 7am till 5:30pm to reduce staff's exposure to the heat. Shifts run Monday-Thursday or Wednesday to Saturday and will be alternated so you must be available for both shifts. Alternative work schedules may be followed depending on production needs, climate or staffing needs. For example, during the busiest season, typically April and early May, some extended hours may be required. Shifts may extend to 5- 6 days a week.

To Apply

Please forward a cover letter and resume introducing yourself to careers@fergusontreenursery.ca