



Gardener II - Turf Maintenance

Job No: 26017 Location: Penticton

About the City of Penticton

Penticton is a vibrant, innovative waterfront city known for its commitment to sustainability, community well-being, and economic opportunity. With a strong focus on good governance, collaboration, and service excellence, the City is dedicated to enhancing the quality of life for residents, businesses, and visitors alike. As one of the most active development regions in British Columbia, Penticton features a diverse mix of large-scale and complex construction projects.

Penticton has been recognized as one of Canada's most livable cities, according to latest rankings by The Globe and Mail. Penticton ranked as the ninth most livable city in Canada, plus the No. 1 most livable city for young professionals and No. 1 for midlife transitions. In addition, Penticton ranked the third most livable city for newcomers, fifth for retirement and seventh for raising kids. Rooted in agriculture and surrounded by natural beauty, Penticton is known for its orchards, wineries, and craft breweries—making it one of Canada's top wine destinations. More than 100 years since its incorporation, Penticton continues to grow as a place to live, work, and play.

For more information, please visit our website at [penticton.ca/](https://www.penticton.ca/) (<https://www.penticton.ca/>).

For more information about life in Penticton, please visit [visitpenticton.com/](https://www.visitpenticton.com/) (<https://www.visitpenticton.com/>).

About the Opportunity

The City of Penticton is looking for a **permanent full-time Gardener II - Turf Maintenance**, based in **Penticton, B.C.**

Under the direction of the Horticulture Foreman, the Gardener II performs horticultural tasks in construction and maintenance of City parks. The work is predominately around the maintenance of the turf and sports fields, but also includes maintenance of landscapes, floral displays, shrubs, hanging baskets and urban forestry. The position involves physically demanding work in all weather conditions.

Key Responsibilities:

- Install and maintain turf, shrubs, floral displays, hanging baskets, trees and general park landscapes, including application of fertilizer, mulch, top dressing, soil amendments and pesticides.
- Operate and perform general maintenance of vehicles and equipment, aerial & crane truck, tractors with attachments, chainsaws and a variety of hand tools relating to parks operations. Perform daily maintenance and inspection of vehicles and equipment, and report problems requiring mechanical servicing as required.
- Inspect and assess plant health needs, make recommendations and complete corrective actions.
- When required, oversees and assists in the proper use, notification and application of pesticides.
- Assist in providing training, technical guidance, leadership, motivation, coaching, instruction and direction of assigned work crews. Provides relief for Parks Horticulture Foreman during periods of vacation or other absence.
- Effectively plan and conduct work to achieve maintenance expectations in an efficient manner, on schedule within budgetary requirements, and satisfies safe work practices and regulations.
- Respond to enquiries from staff, contractors and the public, and maintains courteous and positive relations when doing so.
- Assist with research of new methods, services, materials and equipment to improve the operation. Remains current with trends and procedures regarding pesticide use as well as the implementation of Integrated Pest Management (IPM) principles.
- Prepares related reports, provides cost estimates and makes recommendations for materials and equipment purchases, as required.
- Purchases materials and tools following City Purchasing policy.
- Ensure all work sites are set up and work procedures conducted in accordance with all City Policies & Procedures and WorkSafe Regulations.

Required Knowledge, Abilities & Skills:

- Necessary knowledge of standard landscape construction and horticultural maintenance practices, including but not limited to: landscape design, floriculture, turfgrass, irrigation, arboriculture and plant health care.
- Mechanical aptitude and ability to operate single-axle vehicles, aerial bucket trucks, light tractors, chainsaws, tools and equipment relating to parks operations.
- Ability to read, interpret and/or maintain a variety of records, maps, blueprints and manufacturers' maintenance manuals related to the work.
- Proficiency in Data Collection, editing, review and interpretation of data using ESRI ArcGIS suite of programs.
- Ability to work co-operatively or independently, problem-solve and exercise independence of judgement.
- Ability to use current computer technology.
- Excellent interpersonal and communication skills and ability to deal with people in a professional manner.
- Ability to perform heavy manual work in a variety of work and weather conditions.

Required Education, Training & Experience:

- Diploma in horticulture or related discipline from a recognized educational institute, including courses in arboriculture, landscape design, construction, maintenance, irrigation, turfgrass management, plant health care, safety, risk management and supervisory training.
- Minimum two years practical horticultural experience in municipal parks or landscape construction and maintenance.
- Completion of secondary school or equivalent.
- Truck Mounted crane safety training - BCMSA
- Fall protection training - BCMSA
- Valid BC Pesticide Applicator Certificate - Landscape General.
- B.C. Driver's Licence - Minimum of Class 5 with Air endorsement.

About the Benefits

Compensation based on skills and experience is an **hourly rate of \$35.69 - \$39.56 (Pay Grade 10, 40 hours per week, CUPE)**, along with a host of excellent benefits including:

- Extended health, dental, and vision coverage
- Relocation assistance
- 3 weeks of vacation starting on day one
- 2 weeks of paid sick leave annually
- Municipal pension plan
- \$2,000 in annual mental health benefits
- \$200 annual fitness rebate
- Free community recreation pass (swimming, fitness, etc.)
- Support for professional development, including yearly conference budget
- Free on-site parking
- Fleet vehicles provided for inspections and site visits
- Tickets to local concerts, hockey games, and employee appreciation events
- Annual golf tournament, wellness initiatives, and team-building activities
- A picturesque waterfront location with access to world-class outdoor recreation and a progressive, community-oriented work culture

At the City of Penticton, we recognize that great talent and great ideas come from a variety of backgrounds. Tapping into the diversity of our community makes us all stronger and allows us to serve Penticton even better.

That's why we welcome all applicants to consider joining our team. We encourage Indigenous persons, people of colour, all genders and expressions, 2SLGBTQIA+, persons living with disabilities, and others who reflect our ever-changing workplace to apply. If you require any accommodations during the recruitment process, please let us know, we'd be happy to support you!

If your experience is close to what we're looking for, we would love a chance to talk about working with you. We welcome your cover letter and resume by **March 4, 2026**.

We thank all applicants for their interest, however, only those selected for further consideration will be contacted.

This position is only open to those legally entitled to work in Canada.

Life in Penticton

Nestled between two lakes, Penticton enjoys long, hot summers, dry winters and more than 2,000 hours of sunshine each year. We're located in the southern Okanagan Valley of British Columbia, which is easily accessed by major highways and airports.