



EST. 1989
VIRCS

Job Title: Welcome Gardens Horticulturist
Reports to: Welcome Gardens Program Manager
Wage: \$21.00 x 30 hours / week
Dates: July 1, 2026 – August 26, 2026 (8 weeks)

*Application closes on June 15, 2026 at 5:00 p.m.

We encourage applications from youth from the Global Majority, immigrants, refugees, and youth experiencing seen and unseen disabilities and diverse barriers to employment

For over nine years, Welcome Gardens has connected immigrants, refugees, seniors, and people from the Global Majority through urban agriculture and ecological restoration. This program promotes food security, environmental stewardship, biodiversity, and social inclusion by supporting the cultivation of culturally significant foods and sustainable gardening practices. We are seeking motivated youth to join our team and gain hands-on experience in community-based agriculture, ecological restoration, and environmental education

Job Responsibilities:

- Provide support for Welcome Gardens integrating urban agriculture, ecological restoration, and culturally significant food production.
- Assist with garden preparation and maintenance, including soil preparation, transplanting, seeding, mulching, pruning, and irrigation.
- Monitor plant performance and environmental conditions, recording data on growth, pests, nutrient status, moisture, and overall plant health.
- Support composting and soil management activities that improve fertility, microbial diversity, and long-term garden productivity.
- Help establish multicultural and native demonstration plots and trial activities related to soil amendments, companion planting, pollinator habitat, wildflowers and multicultural foods.
- Contribute to educational workshops by supporting hands-on learning and explaining basic ecological and horticultural concepts.
- Assist participants, including youth, seniors, immigrants and refugee families, in completing garden tasks safely and collaboratively.
- Maintain organized, safe, and functional garden spaces, including tools and microhabitat conditions.
- Collect, track, and enter garden data such as attendance, harvests, observations, and program outputs using digital tools and spreadsheets.

- Support ecological restoration efforts through native plantings, pollinator support, and habitat enhancement in urban green spaces.
- Organize volunteer work parties to support garden and restoration activities.
- Coordinate harvest collection, sorting, and food distribution for families experiencing food vulnerability.
- Support with translation for program participants
- Support workshops facilitation
- Apply problem-solving, communication, adaptability in day-to-day garden operations and program support.

Skills and Qualifications:

- Canadian citizen, Permanent Resident, or Protected Refugee
- Ages 18–30
- Currently living in the Greater Victoria area
- Strong interest in biology, horticulture, native ecosystems, food security, and multicultural crops
- Interest in organic agriculture, urban gardens, ancestral food systems and urban ecology
- Organic gardening, farming, or agricultural experience or education gained outside Canada is an asset, but not required
- Valid driver's licence and access to a car are assets, but not required
- Fluency in languages other than English is an asset, including Arabic, Chinese, Tagalog, Portuguese, Turkish, Spanish, Persian, etc.
- Proactive, energetic and creative
- Self-reliant and able to work independently
- Strong communication skills and passion about building relationships across cultures
- Anti-racist and committed to cultural humility
- Able to work respectfully in diverse community settings

To Apply: Please submit your resume and cover letter letting us know why you would be a good fit for the position, directly to welcomegardens@vircs.bc.ca. Creativeness is encouraged!

*Training will be provided

Important: Criminal record check will be required before employment commencement.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.