

Job Description: Gardener, Parkdale Green Thumb Enterprises

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Introduction

Parkdale Green Thumb Enterprises (PGTE) provides outstanding horticultural, groundskeeping, and customer services for clients such as Business Improvement Associations, property management companies, municipally run public spaces, and nonprofit organizations. Work duties are mindfully curated to be approachable for our staff's abilities.

Gardeners will engage in their duties at a variety of work sites across the city and in a wide range of weather conditions. These work sites are often in public spaces and staff will be required to exhibit excellent ambassadorship with the public on behalf of our organization and our clients.

Our workplace provides supportive, low barrier and trauma-informed employment to individuals with a variety of lived experiences. Through our operations, PGTE seeks to provide opportunity, community, and stability for our staff to reach their best potential at a sustainable pace.

About Us

Parkdale Green Thumb Enterprises (PGTE) is a workplace integration social enterprise under the umbrella of Working for Change (WfC), a nonprofit organization envision a society where everyone has access to meaningful employment, adequate housing and nutrition, a society that no longer stigmatizes people with mental health/addictions issues, and where social enterprises are a thriving and vibrant sector of the Canadian economy.

Our trauma-informed and equity-based mission supplies recovery pathways for people confronting extreme marginalization due to addiction, physical and/or mental illness, those experiencing homelessness, survivors of gender-based violence, and refugees from global conflict. Our enterprise lowers barriers to accessing and sustaining employment in a safe, supportive, and flexible workspace that celebrates staff accomplishments, encourages growth, and provides stability when staff deal with unique challenges related to their lived experience.

About the Role:

Parkdale Green Thumb Enterprise Gardeners deliver outstanding customer horticultural and groundskeeping services with enthusiasm, attention to detail, and clear communication of challenges and opportunities to management.

Key Responsibilities:

- Provide friendly and welcoming customer services with clients and brand ambassadorship to the public on behalf of PGTE, WfC, and our clients.
- Installing and maintaining plants including indoor plants, seasonal urns, gardens including annual, perennial and/ or woody plants through duties such as watering, weeding, fertilizing, clean-up and more as directed.
- Perform groundskeeping duties such as litter removal, sweeping, removal of posters, stickers and some graffiti from public assets, the disposal of garbage and completing reports for clients.

- Maintain tools and supplies through proper use, communicating the need for repairs, secure storage regular inventory.
- Actively contributes to positive workplace culture and great internal communication.
- Exhibit Working For Change's core values.
- Other duties as assigned.

About You:

You demonstrate the following qualities:

- Demonstrating attention to detail in all aspects of your work including scheduling, assigned duties and health and safety.
- Providing clear communication with others including speaking, active listening, and written methods in a respectful, thorough, and timely manner.
- Providing customer-focus that anticipates, understands, and responds to the needs of our clients, the public and other stakeholders that meet or exceed their expectations.
- Communicating with supervisors and managers in a timely manner around performance expectations, updates on project duties and outcomes, requesting necessary guidance, needs for successful job completion, and openly receiving feedback.
- Cultivating a positive workplace that is respectful of our staff's diverse lived experiences through thoughtful actions, communications, and commitments to each other.

You demonstrate the following:

- Eagerness to learn about horticulture including plant identification, garden and planter design, best practices for treating invasive plants and pests, tool maintenance and more.
- Cooperate with others in a team setting.
- Availability to arrive on time willing to work on weekdays as early as 8am.
- Experience with tools such as lawn mowers, string trimmers and leaf blowers are a benefit but not required.

Further Details:

Reporting Structure:

- Managed by: Site Supervisor
- Supervises: None

Working conditions:

- Locations: Gardeners work at sites located across the city. Geographically, the sites are primarily located downtown from Bloor to the shoreline and Keele to Pape. There are a few select sites outside that area.
- Site Conditions: Select locations are indoors. Most sites are exterior. Exterior work occurs in a variety of weather conditions including heat and cold. Work is not performed during extreme weather conditions such as high heat, deep cold, thunder and lightning.
- CSA approved Safety Shoes/Boots are required
- Working hours fluctuate seasonally. High season runs from April to October. The number of work hours per week can be adjusted to staff needs but will not exceed 40 hours per week.
- Access to a mobile device for communication while at site is highly recommended.

Physical requirements:

- Ability to stand and/or walk for extended periods of time, often pushing wheeled watering tanks.
- Ability to lift light to medium object (up to 20lbs).
- You must wear CSA approved safety shoes.

Contract

- Part time, seasonal
- Compensation rate: \$19.26

Application details

- To apply, email resumes with subject line “Gardener” to: greenthumb@workingforchange.ca
- Application Deadline: Ongoing