

# Director of Horticulture & Conservation at Filoli



**Lead and shape the future of one of the most beautiful and historically significant gardens in the U.S., where horticulture and conservation go hand in hand.**

Filoli, a historic public garden nestled in the Santa Cruz Mountains just South of San Francisco, is seeking an experienced, hands-on Director of Horticulture & Conservation. This role provides a once-in-a-lifetime opportunity to blend traditional horticultural excellence with forward-thinking land conservation strategies.

Known for our stunning 16-acre English-style gardens, thriving production gardens, orchards, and expansive natural lands, Filoli is dedicated to preserving the beauty of the land while fostering ecological health. We need a visionary leader to oversee the full spectrum of horticultural management, from maintaining historic gardens to implementing sustainable conservation practices across our estate.

## What You'll Do:

- Lead and manage the daily operations of the Horticulture Department, balancing traditional gardening practices with modern conservation techniques to uphold Filoli's commitment to sustainability and ecological responsibility.
- Serve as a member of Filoli's Leadership Team. Manage staff, volunteers, and interns, fostering a culture of collaboration that incorporates both horticultural expertise and environmental stewardship.
- Oversee the care and development of Filoli's formal gardens, horticultural collections, orchards, and greenhouse, while ensuring conservation of natural habitats and biodiversity across the estate.
- Integrate land conservation practices into all aspects of Filoli's horticultural work, including soil health, water conservation, native plant restoration, and wildlife habitat enhancement.
- Collaborate with experts in conservation, ecology, and historic preservation to design and implement land stewardship projects that enhance both the beauty and ecological resilience of Filoli's 654-acre property.
- Support conservation efforts by leading habitat restoration, invasive species management, and forest health initiatives across Filoli's natural areas, ensuring the protection and enhancement of the land for future generations.
- Engage with visitors, the local community, and external partners to raise awareness about Filoli's dual focus on traditional horticulture and land conservation, creating educational programs and outreach that inspire action for both garden beauty and environmental preservation.



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## What We're Looking For:

- Extensive horticultural and conservation expertise with a Master's degree in Horticulture, Environmental Science, or a related field.
- At least 5 years of experience in managing public gardens, conservation projects, or similar landscapes.
- A visionary leader, balancing strategy with hands-on execution, integrating traditional horticultural practices with progressive conservation efforts
- A solid understanding of land conservation principles, sustainable land management, and ecological restoration, particularly in historic and natural environments.
- You can design stunning garden displays and programs while prioritizing conservation practices that protect the land's ecological integrity.
- You excel in working with a diverse team and are comfortable communicating with the public, writing content for publications, and collaborating with conservation groups, local organizations, and external partners.
- You are a flexible, approachable leader who values teamwork and the input of staff, volunteers, and community members in shaping Filoli's horticultural and conservation programs.



## Why Filoli?

- Work in a creative, inclusive environment where traditional gardening excellence is paired with innovative conservation practices that benefit both the land and the people who experience it.
- Manage a passionate team that shares a commitment to preserving the beauty of Filoli's gardens while fostering ecological health, sustainability, biodiversity, and habitat restoration across Filoli's estate.
- Make a meaningful impact on land stewardship, promoting sustainability, biodiversity, and habitat restoration across Filoli's estate.
- Rewarded with a market-leading base salary (\$154,000 to \$184,000 depending on experience), and access to a wide range of benefits designed to support your personal and professional well-being. We are proud to cover 95% of your medical premiums, along with 100% coverage for dental and vision, generous paid time off, wellbeing programs, a 401(k) with company match, and stipends to support career growth and development.

**Ready to lead with a focus on both horticultural beauty and land conservation?**  
**Apply today! <https://filoli.applicantstack.com/x/openings>**

Filoli is an equal opportunity employer who values diversity in the workplace. [www.filoli.org](http://www.filoli.org)