



## Nursery Worker

### Position Description

Reporting to	Nursery Manager	Work location	Brunswick East
Department	Nursery	Budget holder	N/A
Pay grade	Dependent on experience. Penalty rates and super.	Direct reports	N/A
Classification	Casual RT5 - \$35.15 per hour	Working conditions:	Indoors and outdoors.

### About CERES Nursery

---

CERES Nursery is recognised as a highly professional and innovative social enterprise offering a memorable experience to CERES visitors with a personal and caring approach to customer service. The Nursery is extremely popular within the community and continues to set a standard in providing a sustainable alternative to the mainstream nursery industry.

The Nursery aims to create a beautiful and inspiring space where people feel welcome and can access the information and materials they require to become organic food gardeners as well as create ecologically diverse and wildlife-friendly native gardens. Excellent customer service and horticultural integrity are at the core of the Nursery's value proposition. CERES Nursery is committed to sustainable horticulture and works within the broader ethos of CERES at all times.

### Role Purpose

The primary aim of the nursery worker position is to support the nursery manager and nursery staff to assist in the maintenance and development of the CERES nursery. This position will necessitate general duties of the nursery, a high level of customer service, stock management and care, and a commitment to the nursery's viability. The successful applicant has the opportunity to be part of a unique and dynamic enterprise.

### Key Areas of Accountability

- Assist customers with garden advice and horticultural knowledge.
- Research and consolidate horticultural knowledge on an ongoing basis.
- Assist CERES visitors with general enquiries or directions.
- Participate in the maintenance and display of all nursery plant stock.
- Monitor and assist with daily watering regimes.
- Maintain nursery hygiene and cleanliness.
- Contribute to a positive, welcoming and inclusive atmosphere in the nursery and help to maintain staff morale and focus.
- Cash handling, operating EFTPOS terminal and completing cash-up procedures.
- Responsibility for nursery keys, alarms and safe codes and lock/unlock the nursery in a safe and secure manner as required.
- Work interactively with other areas of CERES and offer horticultural resources and expertise as required.

# CERES

- Manually unload mulches, plants, pots and other sundries when necessary.
- Attend staff meetings and information sessions as required.
- Work within and promote the principles and vision of CERES.

## Person specification

---

- Experience within the retail nursery industry with excellent customer service skills.
- Horticultural qualification - Certificate III and above.
- Excellent general plant knowledge, including food plants, and indigenous and native species.
- Extensive understanding of sustainable horticultural practices
- Ability to work as a reliable and supportive team member. Organised, punctual and able to multitask in a busy environment.
- Must be physically fit and have the capacity to perform physically demanding tasks as required, including manually unloading soils and mulches, working outdoors in varied weather conditions.
- Able to problem solve with a creative approach.
- Knowledge and interest in Permaculture principles, and have completed a Permaculture Design Certificate course, or willing to do so.

## Health, safety, security and risk management

---

- Be a role model for safety and security including complying with all safety instructions and training given at the workplace.
- Act in a safe manner at all times and participate with keeping all employees, contractors and volunteers safe whilst on and off the premises.
- Report all incidents, potential hazards and injuries in a timely manner.
- Be aware of the risks associated with your team's every day work and ensure appropriate mitigation measures are applied.

## CERES Child Safe standards

---

- In line with the *Child Wellbeing and Safety Amendment (Child Safety Standards) Act 2015*, CERES is committed to upholding the Victorian Child Safe Standards, to the best of its abilities and resources.
- CERES Upholds itself as an organisation committed to the right to survival, protection, development, participation and empowerment of all children and young people.
- Is committed to the cultural safety of Aboriginal children, young people and children and young people from culturally diverse and/or linguistically diverse (CALD) backgrounds and to providing a safe environment for children and young people with a disability.
- It is the employee's responsibility to familiarise themselves with, understand and adhere to CERES' policies and procedures as varied from time to time.