



Refugia is an ecological landscape design/build and stewardship firm, located in Narberth, PA. Since 2015, Refugia has been offering distinctive native landscape design for both residential and commercial green spaces throughout the Greater Philadelphia Area and Jersey Shore. Major exhibitor and award-winner at the Pennsylvania Horticultural Society's Philadelphia Flower Show, Refugia is known for an immersive, naturalistic design aesthetic and meadow expertise at projects ranging in size from city yards to suburban estates.

Refugia's ground-breaking ecological initiatives include mapping the impact of 200+ suburban native habitats via our [Greenway Network](#) to promote connectivity for wildlife and restore ecosystem function to neighborhoods. Accolades include APLD International Landscape Design Awards, Perennial Plant Association Residential & Show Garden Awards, PA-DE ASLA Residential Award, Go for the Green Award for Green Design & Development: Meadow Conversion 2021 & Commercial Site Greening 2017 as recognized by Lower Merion Township Environmental Advisory Council (EAC). Also, the Governor's Trophy for most innovative, visually stimulating, unique design (PHS Flower Show 2022), American Horticultural Society Environmental Award, PHS Educational Award & PHS Gardening for the Greater Good Award, Special Achievement Award of the Garden Club Federation of Pennsylvania.

Consciously led, and locally grown, Refugia offers an exciting opportunity for individuals committed to a career in ecological landscape design, conservation and stewardship.

Job Description: Lead Steward

Lead Stewards maintain company standards of quality, aesthetics and ecological best practices in Refugia's award-winning Greenway Network of functional, resilient and immersive native habitat throughout PA, DE & NJ. The ideal candidate must be a hands-on motivated problem solver with 3+ years experience as an ecological horticulturist leading a team in professional landscape maintenance.

Responsibilities

- Leading 1-3 person crew in native landscape stewardship including weeding, managing invasive plants, pruning, planting, addressing plant health, applying pine straw mulching, fertilizing, and seasonal aesthetic editing
- Collaborate with Install Manager and Designers to assist and co-lead on installations including: site prep, plant layout, plant prep and installation, per allotted time and punch list
- Communicate with clients to manage expectations, confidently problem solve and represent the company in a professional and timely manner
- Awareness for add-on and fill-in work, with clear communication of a property's needs, concerns or potential interest from homeowner
- On-site reinforcement of company quality, aesthetics, pace within team; offering consistent feedback to co-workers
- Assist with management, care and organization of equipment, am/pm load-up/down and task delegation
- Confidence to balance immediate Stewardship tasks with long-term to-do's, defining priorities for co-workers and delegating tasks accordingly
- In the absence of a Manager or Designer, final eyes on all projects to check for debris removal, quality and company aesthetics before leaving site
- Responsible for tracking individual stewardship client budgets

Requirements

- 3+ years experience leading a team in professional landscape installation/maintenance
- Academic background in horticulture, forestry, ecology, arboriculture, landscape design, land management or related field a plus
- Passion for native plant communities with strong plant ID and ecosystems knowledge
- Clear communicator and motivator who is able to lead by example
- Ability to balance time management with quality and attention to detail
- Awareness of sustainable best practices and materials
- Adaptability to diverse project locations, scope and conditions
- Receptive to feedback from both client and managers
- Equipment operation experience
- Hardscaping, lighting, carpentry, stormwater management experience a plus
- Physically fit (able to lift 50lbs+) and comfortable working in all weather conditions
- Scheduling flexibility and willingness to travel as needed
- This is a Mon-Fri full-time (40 hour) position with the expectation of overtime at various phases of project execution and/or location
- Valid driver's license

Starting hourly \$21-24/hr commensurate with experience. Benefits package includes paid company holidays (including 1 week between 12/24-1/1) plus 13 days paid time off, healthcare/dental stipend, 401k, discretionary bonus, paid parental leave, Continuing Ed. & workwear stipends, Third Thursday education and field trips.

We strongly encourage applicants from all backgrounds, with diverse resumes showing a unique skill set.

Application via email to admin@refugiadesign.com with the subject 'Lead Steward':

- Resume
- Contact details for 3 references
- Cover letter expressing your experience, interests and future goals