



Horticulturist

Position overview: Capilano Golf and Country Club is seeking an experienced Horticulturist to lead the maintenance and enhancement of approximately 4 acres of garden areas across the golf course. This role offers creative freedom and autonomy to shape the property's aesthetic and enhance the member experience. Reporting to the Course Superintendent and Senior Assistant Superintendent, the Horticulturist will oversee all horticultural maintenance and improvements.

Main Responsibilities:

- Coordinate with the leadership team to prioritize and schedule all horticulture activities.
- Mentor two Horticulture Assistants, fostering skill development and teamwork.
- Manage an annual maintenance budget for all aspects of the scope of work.
- Perform a variety of specialized technical tasks related to the maintenance, and renovation of garden areas.
- Source, purchase, and establish a variety of plant species using native options when possible.
- Manage the functionality and production of a small greenhouse to propagate plants for use on the course.
- Ensure all work is completed to a high standard of quality and efficiency.
- Ensure the safe use of equipment, machinery, and materials as it relates to members and staff.
- Safely apply pre-emergent and selective herbicides as part of an Integrated Pest Management program.
- Provide written reports, updates, and detailed documentation as needed.
- Conduct occasional Horticulture tours for the membership as needed.

Club Information: Constructed in 1938 by esteemed Canadian golf course architect Stanley Thompson, Capilano is a private 18-hole facility located in West Vancouver, British Columbia and is open for play year-round. Capilano is consistently ranked in the top 10 golf courses in Canada and ranked in the top 100 golf courses in the world outside the United States.

The Club is dedicated to the ongoing restoration and enhancement of the golf course through a comprehensive Course Long Range Master Plan that has been in place for several years, with exciting course improvement projects in planning for the near future. Operating from a state-of-the-art Maintenance and Fleet Facility, our high-performance Course and Grounds team, comprised of up to 40 dedicated professionals, takes pride in producing exceptional playing conditions.

Qualifications:

- Post-Secondary education in Horticulture or a related field.
- Possess a B.C. Pesticide Applicators License or the ability to obtain one within 90 days of starting.
- Strong written and verbal communication skills are essential.
- Valid BC Drivers License or equivalent.

Compensation: \$32-34 / hour plus extended health benefits.

Work Environment and Additional benefits:

- A 5-day working week with 2 scheduled days off.
- Support with continued education, training, and professional development.
- Relevant association memberships and select conferences as mutually arranged.
- Golf privileges, food and apparel discounts, and a paid phone plan.
- Team appreciation including monthly team events and annual staff golf competitions.
- A clean, modern, and organized Administrative Building (lunchroom, heated mudroom, locker rooms, and showers).

Schedule: Full-time, 40 hours per week and a 10 to 12 month position with winter work by mutual agreement.

Closing Date: November 14th, 2025.

Start Date: January 2026 (Flexible with the possibility of an earlier or later start).

Application Submission: All resumes and cover letters should be sent via e-mail, in confidence to:

Nick Daley | Course Superintendent
nickd@capilano golf.com



Please also visit our [Website](#), [YouTube](#) or [Instagram](#) for more information.

Capilano Golf and Country Club is an equal opportunity employer, and all resumes will be held in confidence. We thank all applicants in advance for their interest, however, only selected candidates will be contacted for interviews.