



STATE OF ALABAMA  
DEPARTMENT OF MENTAL HEALTH  
RSA UNION BUILDING  
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Kay Ivey  
Governor

Kimberly G. Boswell  
Commissioner

## EMPLOYMENT OPPORTUNITY - REVISED

**JOB TITLE:** Horticulturist **OPEN DATE:** 9/01/2023  
**CLOSE DATE:** Until Filled

**JOB LOCATION:** Bryce Hospital **NUMBER:** 21-15  
Tuscaloosa, Alabama **JOB CODE:** R5000

### SALARY

- Range 65 (\$33,220.80- \$55,615.20 Annually).
- Salary will be commensurate with experience. Limitations apply to current State employees.

### BENEFITS

- 12 paid holidays.
- 1 personal leave day accrued each January.
- 13 sick leave days.
- 13 annual leave days accrued in the first year of employment.
- Longevity bonus annually after 5 years of employment.
- Continuous opportunities for acquiring CE's needed for maintaining professional license.
- Very low-cost health and dental insurance through the [Alabama State Employee Insurance Board](#).
- Defined retirement benefit (not impacted by economic downturns) and a pre-retirement death benefit through the [Retirement Systems of Alabama](#).
  - After 1 year, the minimum amount of the pre-retirement death benefit paid to your designated beneficiary is at least equal to your current or previous fiscal year annual salary.

### MINIMUM QUALIFICATIONS

- Bachelor's degree in Horticulture.

### KIND OF WORK

- Plans, organizes, and directs the operation of a year-round greenhouse.
- Plans, implements, and evaluates therapeutic interventions to address the needs of assigned patients through the horticultural therapy program.
- Maintains documentation for patients' records.
- Complies with the Department of Labor wage and hour regulations pertaining to patient worker programs.
- Completes initial and annual assessments for patients working in the greenhouse and enters information on their care plans.
- Supervises staff assigned to the horticultural program and assists with escorting patients to the greenhouse.



- Attends staff meetings, departmental meetings, and mandatory in-service training as required.
- Ensures compliance with The Joint Commission, CMS, and hospital standards.

### **REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES**

- Knowledge of horticulture practices including greenhouse maintenance, fertilizers, herbicides, insecticides, fungicides, and plant diseases.
- Knowledge of learning methods.
- Knowledge of state, federal, CMS, and ADMH policies and procedures.
- Knowledge of Department of Labor regulations.
- Skills in communicating, both verbally and in writing.
- Skills in organization.
- Skills in leadership.
- Ability to develop programs and activities to meet patient goals.

### **METHOD OF SELECTION**

- Applicants will be rated based on an evaluation of their job-related training, abilities, experience, and education, and should provide adequate work history identifying experiences related to the duties and minimum qualifications as mentioned above.
- All relevant information is subject to verification.
- **Drug screening and security clearances will be conducted on prospective applicants being given serious consideration for employment whose job requires direct contact with patients.**

[Click Here to Apply Now:](https://laserfiche.alabama.gov/Forms/ADMH-Job-Application)

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**Only work experience detailed on the application will be considered.** Applications should be submitted by the deadline to be considered. Announcements open until filled will remain open until a sufficient applicant pool is obtained. Applications should be submitted as soon as possible to ensure the application will be considered for the position. Copies of License/Certifications should be uploaded with your application. A copy of the academic transcript is required. Appointment of successful candidate will be conditional based on receipt of the official transcript provided by the school, college, or university.