

The Butchart Gardens is looking for persons to fill positions on the Christmas Installation Crew for this upcoming Christmas season.

**DEPARTMENT: ARTS AND ENTERTAINMENT**  
**POSITION: CHRISTMAS INSTALLERS**

**DUTIES:** To assist in the preparation, installation, and removal of all Christmas lights, displays, and decorations.

Working cooperatively with the Arts & Entertainment staff, Christmas installers assemble, install, and re-create the light and scenic displays for the Christmas display. Staff will work with Christmas lights and scenic décor along with organic materials such as cedar and holly. Other duties may include bow making, tree decoration, installing pre-fabricated decorative pieces, and keeping all work areas tidy and organized. Christmas installers are also responsible for dismantling the display in early January. 95% of this work is performed outdoors and staff are subject to the natural elements such as sun, rain, wind, and snow, so outdoor enthusiasts are appreciated.

**REQUIREMENTS:** No experience is necessary, but a good attitude and a solid work ethic is essential. We will provide the required training as we go, so bring your enthusiasm and a sense of humour and come join the entertaining folks in A&E! Previous experience in craft work, Christmas decoration and installation, props construction, artistic painting, set design, or similar artistic endeavours would be an asset. However, as most all work is physical in nature and already pre-planned, motivated candidates with an artistic eye and manual dexterity will do just fine. Some work requires the use of ladders, department vehicles, and various other pieces of equipment. Training on this equipment will be provided, however mechanical knowledge or aptitude is an asset. Successful candidates must be team players, and be able to work alone, in pairs or in large groups, and be willing to follow directions. An adequate level of physical fitness is also necessary as some job activities are repetitive in nature and require lifting strength, so individuals with repetitive strain or back injuries would not find this position suitable. A considerable amount of walking is also involved to move around the property.

Crew members must provide their own steel-toed footwear and a few basic tools such as side cutters. Rain gear is optional, but recommended. Those purchasing new raingear will be eligible for a partial reimbursement of \$100.

**WORK SEASON:**

Display Installation: October 2 – November 30, 2023

Display Removal: January 8-12, 2024

Staff are added progressively throughout the installation season, so individual start and end dates will vary. Early season work is generally offered to returning crew members first and early arrivals will be working at heights. All successful candidates will be working on the installation by the end of October. The installation season ends when the work is completed and is thus TBD, but work generally concludes around the end of November. Completion dates for individual staff members may vary. Staff are also expected to return in January to help dismantle the display.

Work is full time, primarily Monday to Friday 7:00 a.m. – 3:30 p.m., however some evening work is sometimes required and overtime is a possibility.

We will be accepting applications until the necessary positions are filled.

Remuneration will be commensurate with this level of responsibility and the qualifications of the successful candidate.

Interested individuals should submit a resume and cover letter to:

Human Resources, The Butchart Gardens, 800 Benvenuto Ave, Brentwood Bay BC, V8M 1J8

Fax: (250) 544-4455 Email: [hr@butchartgardens.com](mailto:hr@butchartgardens.com)

*We sincerely thank all those who apply, however, only those short-listed will be contacted.*