Down to Earth
LANDSCAPES & CONSTRUCTION

Garden Designer/Supervisor

Based in Carbondale, Colorado with work in the Aspen area
Full-time, year-round preferred. Part-time considered.

Down to Earth Landscapes & Construction is seeking a hands-on Garden Designer to create annual and perennial flower gardens and custom container plantings for high-end residential properties in the Aspen area. You'll select and source plants that suit each property and reflect each client's tastes, then work alongside our maintenance crews to keep gardens and containers healthy and colorful throughout the growing season.

Salary $75,000 - $95,000 **Hourly Wage** $40 - $50/hour

What You'll Do

- Design annual and perennial flower gardens, select plants suited to each site, and coordinate planting for a succession of blooms that reflects each client's preferences.
- Design, assemble, and install custom annual flowerpots tailored to each client's tastes, property, and growing conditions.
- Select and purchase plant material from multiple nurseries and suppliers. Coordinate deliveries around planting schedules and choose suitable substitutions when needed.
- Coordinate field work with the owner. Plan installation and refresh dates together, communicate priorities for each property, and flag irrigation problems, pest damage, or other issues that could affect the displays.
- Check in with clients periodically throughout the season to gather feedback, confirm satisfaction, and follow through on requested adjustments.
- Work with the garden assistant to set weekly planting priorities and keep records for each property, including photos, plant lists, client preferences, and notes for next season.
- Work alongside and supervise the crews in spring to complete container prep and during the growing season to assess containers and garden beds, demonstrate care techniques, and help with replacements and seasonal refreshes of pots, gardens and overall property care.
- Use the off-season to review plant performance, evaluate inventory, develop designs and plan purchases with suppliers for the following year.

Required Qualifications

- Degree in horticulture, landscape design, or a related field, or equivalent professional experience
- At least 5 years of experience designing and planting flower gardens and annual containers
- Basic computer skills including Excel, Microsoft, and Outlook
- Experience in mountain growing conditions, considering frost timing, short growing seasons, and the effects of elevation, exposure, and microclimates
- Ability to manage and coordinate large quantities and diversity of plant material
- Strong organizational skills to keep multiple projects on schedule and adjust priorities as needed

Preferred Qualifications

- Experience using garden design software or other tools to develop and present planting plans
- Experience serving high-end residential clients with discretion
- Ability to demonstrate horticultural techniques and give clear guidance to a maintenance crews
- Bilingual communication skills
- Knowledge of Roaring Fork Valley growing conditions

Working Conditions

- Ability to perform strenuous outdoor work in varied weather conditions and lift up to 40 pounds
- Availability to work extended hours and weekends during peak seasonal period
- Divide work between the company's offices, greenhouses, and client properties
- Protect client privacy and work carefully and professionally on luxury residential properties

Benefits

- Paid vacation starting at two weeks per year, with additional vacation earned based on length of service
- 401(k) plan with employer match up to 3%
- Paid Holidays: Memorial Day, 4th of July, Labor Day, Thanksgiving and Christmas
- Paid Sick Leave per Colorado's Healthy Families and Workplaces Act
- Paid family and medical leave available to eligible employees through Colorado's Family and Medical Leave Insurance (FAMLI) program
- Optional medical, dental and vision coverage. Employees pay 100% of premiums
- Company vehicle provided for travel between office and job sites
- Year-end bonus potential

How to Apply

Email your résumé and photos of container plantings and flower gardens you've designed to jobs@downtoearthco.com. Please briefly describe your role in each project. For full consideration, apply by **11:59 p.m. Mountain Time on December 21, 2026**.