

Native Plants Matter NC

Ecological Gardening Associate

Job Overview

Are you tired of working indoors on beautiful days? Are the fluorescent lights at your job sucking your soul? Think one more pointless meeting might just break you? Do you get a little too excited when you spot a turtle or discover a new favorite plant?

Then come outside and work with us!

Who we are: At Native Plants Matter (NPM), we believe people thrive when nature does too. We are a busy, growing company with a big vision: to make ecological gardening the new standard of land care in the Triangle. From invasive plant management to native plant garden installation and maintenance, we spend our days doing hands-on work that makes a difference. We work hard, learn from each other, solve problems, get our hands dirty--and have fun along the way! At the end of a long day, there's something pretty satisfying about seeing what we've accomplished. We love that we get to help restore habitat and ecosystem health for our amazing clients every day.

Who we're looking for: As our business grows, we're always on the lookout for innovative, energetic people who share our vision and values and want to be part of something meaningful. You don't have to know everything about native plants, but you should be curious about the natural world, willing to learn, ready to work hard, and proud of doing a job well. We value people who take initiative, think creatively, communicate kindly, and bring their unique experiences, skills, and perspective to the team. At NPM, your work matters. Your voice matters. You matter.

Come grow with us!

Send us an email at info@nativeplantsmatternc.com with your resume and cover letter. We look forward to hearing from you!



Native Plants Matter NC

JOB TITLE: Ecological Gardening Associate

JOB CATEGORY: Invasive Plant Removal Services

Location: Raleigh and surrounding areas

Travel required: Local driving only

Level/Salary range: \$115-\$125/day

Position type: Part time

HR contact: HR Manager

Date posted: 10/5/2026

Will train applicant: Yes

Posting expires: N/A

External posting URL: www.nativeplantsmatternc.com

Internal posting URL: www.nativeplantsmatternc.com

APPLICATIONS ACCEPTED BY:

Fax or Email: amy@nativeplantsmatternc.com

Subject line: Ecological Gardening Associate

JOB DESCRIPTION

Role and Responsibilities

Native Plants Matter is searching for a Labor Associate who is willing to start right away. The new associate will assist with invasive plant removal projects, native plant installations, and garden maintenance.

Knowledge of plants and plant identification is helpful but not required – NPM is excited to help train a determined associate.

General Duties:

Removal of small trees and shrubs
Hauling and loading debris
Spraying invasive plants with herbicide (PPE provided)
Spreading mulch (loading wheelbarrows, transporting, spreading)
String trimming with gas powered equipment
Native plant species installation (planting)
Hand weeding, pruning, general garden maintenance

Qualifications and Education Requirements

- A growth mindset with a willingness to learn new skills.
- A commitment to conservation and environmental stewardship.
- A strong work ethic and the ability to be self-directed on tasks.
- A valid driver's license and reliable transportation
- Ability to work outdoors in various weather conditions for 7-8 hours per shift
- Capability to lift and carry materials and equipment up to 50 pounds
- Comfortable standing, bending, kneeling, and walking for extended periods

Preferred Skills

- General knowledge of plant identification and removal methods.
- Familiarity and experience operating gas-powered equipment.

Additional Notes

This position offers flexibility in scheduling. The associate can work 1-4 days a week depending on their availability.

This position reports directly to the owner of the company and presents opportunity for career growth in a leadership position.