

Job Description

Assistant Nursery Manager



Full-time permanent role | Cambridge, Waikato

Approximately \$30 per hour



Restore Native is a fast-growing native plant nursery and ecological restoration business based in Cambridge. We grow around 1.5 million native plants each year and work across the full restoration process - from seed collection and propagation, through to plant supply, delivery, planting and maintenance.

Help grow great native plants with a high-performing team that loves what they do

We have an awesome team culture made up of supportive, high-performing people who have a lot of fun doing meaningful work and delivering great outcomes.

We're proud of our team, and we're looking for another important piece of the puzzle.

As we continue to grow and prepare for our move to a new nursery site in 2027, an opportunity has opened for a practical, energetic and reliable Assistant Nursery Manager to support our Nursery Manager and help keep day-to-day nursery operations moving.



Role purpose

Support the Nursery Manager to grow outstanding native plants efficiently and consistently - helping across propagation, growing, plant quality, nursery systems, planning, organisation and day-to-day team coordination.

This is a hands-on role with genuine opportunity to build your leadership and nursery management skills while contributing to a practical, fast-moving production nursery.

About the level of this role

This role would suit someone who already has strong practical experience under their belt and is ready to step up into the next thing. That experience might be in growing, nursery work, farming, horticulture, landscaping, trades, outdoor work, production work, or another practical field where you have learned how to work efficiently, take responsibility and contribute to a team.

Some experience growing plants would be a benefit, but the most important things we are looking for are attitude, reliability, practical ability, attention to detail and a genuine desire to contribute to a high-performing team.

What this role is really like

Restore Native is not a same-thing-every-day type of business. The nursery changes across the seasons, and priorities shift depending on propagation cycles, weather, customer needs, planting programmes, dispatch requirements and wider business opportunities.

You will work closely with the Nursery Manager, take ownership of your own work, and help coordinate or lead teammates through practical nursery tasks when required. Some days will be repetitive and detail-focused. Other days will be fast-moving and require the team to push through a big workload accurately and efficiently.

A modern, practical, non-corporate nursery business

Restore Native has the scale, systems and technology to create real impact. We grow around 1.5 million plants each year, are investing in modern nursery systems, and use semi-automation across parts of our production process to improve efficiency, quality and consistency.

At the same time, we have a flexible structure that rewards innovation, values people taking responsibility and encourages better ways of doing things. We care about performance, but we also care about enjoying the work and looking after the team.

What you'll be doing

- Propagation and growing tasks
- Potting, growing-on and general crop care
- Supporting plant health and nursery quality
- Improving nursery systems and processes
- Planning and organisation
- Helping coordinate practical nursery work day to day
- Supporting the team through busy seasonal periods
- Weeding, spraying and general nursery maintenance
- Picking and organising customer orders
- Preparing plants for dispatch
- Keeping the nursery tidy, safe and efficient
- Maintaining nursery equipment to a high standard
- Occasionally delivering plants or supporting site operations work

What we're looking for

- Strong practical skills and a hands-on approach
- Great attention to detail
- Enthusiasm for working outdoors
- The ability to work at pace while maintaining accuracy
- A positive attitude and willingness to learn
- The ability to take responsibility and follow through
- Pride in keeping equipment, plants and work areas organised
- Confidence working independently when needed
- The ability to support teammates and help lead practical work
- Good organisational skills and adaptability
- An interest in native plants and environmental outcomes

How to apply

1. Please read this carefully - we do not want your CV or cover letter at this stage.
2. Click the application link and complete our short initial application. We use our own process so we can learn more about how you think, communicate and approach the role before reviewing formal documents.
3. Upload a short 1-2 minute video telling us a bit about yourself. We would love to understand who you are, what makes you tick and how you might fit with our culture.
4. Suitable applicants will then be invited to complete the next stage of our recruitment process.

Applications that do not follow this process may not be reviewed.

**Complete online application
form here**

What we offer

Meaningful work

You will be helping grow native plants that become real restoration projects across farms, waterways, communities and local landscapes.

A high-performing team with a great culture

You will be part of a supportive, high-performing team that looks after each other, has fun and takes pride in delivering excellent work.

Modern tools, systems and resources

This is a serious production nursery with scale, systems, semi-automation and a commitment to improving how we grow plants. You will have the opportunity to use practical tools and technology to help drive better outcomes.

Opportunity to grow

Restore Native is expanding and we are preparing to move to a new nursery site in 2027. There is genuine progression available for someone who performs well, takes responsibility and wants to build a career as the business grows.

Supportive leadership

You will work closely with an experienced Nursery Manager and have the wider Restore Native management team around you. We reward high achievers well and want good people to grow with us.

A practical, non-corporate workplace

We value people who take responsibility, work hard, contribute ideas and help make things better. We care about performance, but we also care about enjoying the work and looking after the team.

Hours, pay and location

This is a full-time permanent role based at our nursery in Cambridge, Waikato. The role is primarily nursery-based and hands-on, with occasional delivery and site work as required.

Pay is approximately \$30 per hour.

We're excited to meet our next team member.

For queries please contact sam@restorenative.co.nz