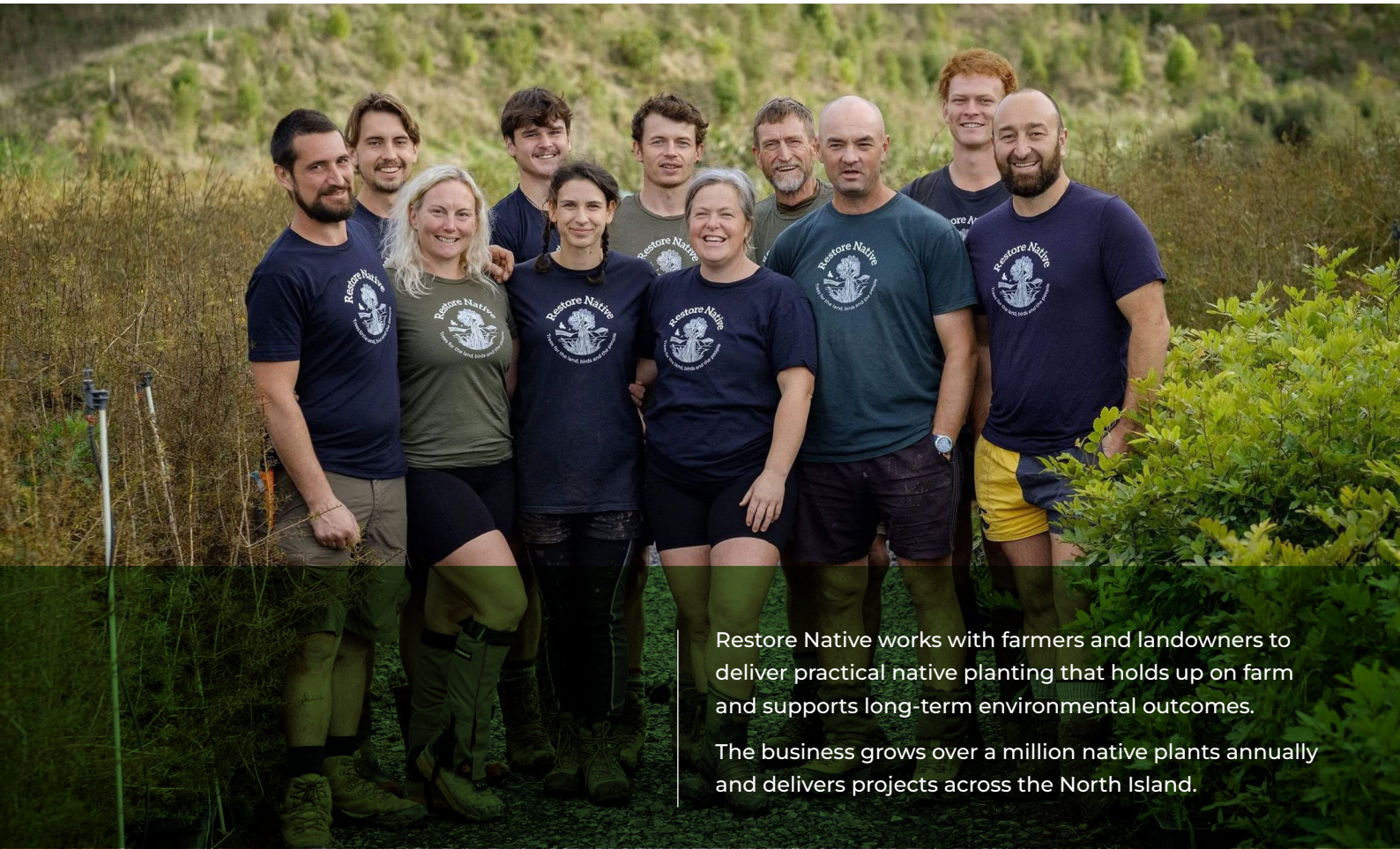




Job Description

Nursery Assistant Manager

Full-time | Cambridge based | Monday-Friday
Up to \$30 per hour (depending on experience)
2/3 nursery | 1/3 field based



Restore Native works with farmers and landowners to deliver practical native planting that holds up on farm and supports long-term environmental outcomes.

The business grows over a million native plants annually and delivers projects across the North Island.

Get your hands dirty. Help lead something that matters.

We're looking for a practical, capable human to step into a Nursery Assistant Manager role. This is a hands-on position with real responsibility, working across both the nursery and out in the field.

You'll be involved right through the lifecycle — from seed to plant, and seeing it go into the ground — while also helping keep things running day-to-day.

This role suits someone who naturally takes ownership, notices what needs doing, and gets on with it. Someone who backs themselves, but also backs the team.



Role purpose

Support the Nursery Manager in the day-to-day running of the nursery, while contributing across the full plant lifecycle — from seed through to establishment on-site.

This is a hands-on role with responsibility for maintaining quality, pace, and consistency across nursery operations.

Key responsibilities

- Support the Nursery Manager in daily operations
- Take ownership of assigned nursery tasks and ensure they are completed to standard
- Seed collecting and propagation
- Plant growing and general nursery maintenance
- Pest, disease and weed control
- Prepare and dispatch plant orders
- Assist with deliveries and logistics
- Support planting and maintenance work on-site as required

Skills and experience

- Practical, hands-on approach
- Ability to take ownership and work without close supervision
- Reliability and consistency
- Ability to work as part of a small team
- Willingness to learn

It's a bonus if you've got experience in:

- Plant propagation (ideally native species)
- Nursery or horticulture experience
- Understanding of pest and disease management

If you've got the right attitude and you're willing to learn, we're still keen to hear from you.

Working conditions

- Mix of nursery-based and field-based work
- Outdoor work in varying conditions
- Physical role requiring a good level of fitness
- Full-time hours, aligned with seasonal demands

How to apply

1. **Film a video of yourself** (max 2 minutes) covering off the application questions below. This can be done on your phone and doesn't need to be perfect — we just want to get to know the real you.
2. **Complete our online application form** and upload your video with it. Don't overthink it — we're just keen to get a feel for who you are.

Video application questions

Please cover off the following questions in your submission:

- Your connection to growing plants, where your interest/experience comes from
- The skills you bring to help grow quality native plants
- How this role fits into your life, and how you'd contribute to the team

[▶ Complete online application form here](#)

We're excited to meet our next team member.

For queries please contact applications@restorenative.co.nz