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Groundsperson – Full-Time, Permanent

St. John's Norway Cemetery

📍 256 Kingston Road, Toronto, Ontario M4L 1S7

About the Role

The Groundsperson plays a vital role in ensuring that all cemetery services are carried out with dignity, precision, and respect. This position supports all aspects of cemetery operations, including interments, grounds maintenance, and service support during emotionally significant moments.

This is a full-time, permanent position (40 hours per week), with overtime as required to meet operational needs. Work is performed outdoors in all weather conditions.

St. John's Norway spans more than 30 developed acres, with an onsite sales office and crematorium, and performs over 150 interments annually.

Key Responsibilities

Responsibilities include, but are not limited to:

- Perform ground burials, cremation and niche interments, and scatterings with care and attention to detail.
- Prepare gravesites and ensure services are conducted professionally and respectfully.
- Carry out all aspects of cemetery care including grounds maintenance, snow removal, garden planting and upkeep, and minor repairs.
- Assist with memorial and monument installations.
- Operate and maintain cemetery equipment safely and efficiently.
- Interact respectfully and professionally with grieving families and visitors.

Qualifications & Skills

- Minimum Grade 12 education or equivalent.
- Valid G driver's license with a clean driving record (required).
- Mechanically inclined; formal mechanical training or experience is an asset.
- Heavy equipment operator training or certification is an asset.
- Previous landscaping, horticultural, or cemetery experience preferred.
- Ability to lift and carry up to 70 lbs.
- Ability to work outdoors in varying weather conditions.
- Comfortable working in close proximity to funeral services and grieving families.
- Strong teamwork skills, reliability, positive attitude, and ability to prioritize in a dynamic environment.
- Commitment to St. John's values: compassion, integrity, trust, teamwork, belonging, and excellence.
- Leadership or team coordination experience is considered an asset

Compensation

- Salary: \$44,000 – \$56,000 annually (**based on experience**)
- Overtime paid in accordance with Ontario employment standards
- Seasonal on-call support may be required and is compensated
- Competitive Benefits and Pension Package.

Schedule

- Full-time, 40 hours per week.
- Overtime as required.
- Occasional weekend work may be required to support services.

How to Apply

Please submit your resume and cover letter by April 30, 2026 to:

✉ info@stjohnsnorwaycemetery.ca

Please note: the hiring process includes reference checks and a standard background check.

Why Join Us

At St. John's Norway, your career can mean more. As compassionate partners in remembrance and celebration, our team supports one another and the families we serve. This is meaningful work that makes a lasting impact on our community — and on every team member who helps us fulfill our mission.