

Role: Gardener	Region / Department: North East
Reports to: Head Gardener/First Gardener	Pay Band: Grade 2 upper - £26,757 – £28,252 pro-rata, per annum
Location: Crathes Castle, Garden & Estate, Banchory, AB31 5QJ	Type of Contract: Permanent, Full-Time, 40 Hours Per Week
COST CENTRE: 3CRT	ACTIVITY CODE: GAZ

JOB PURPOSE

To ensure that the garden, grounds, and related policies of gardens are managed and maintained as internationally recognised gardens of outstanding historical and horticultural importance, contributing to the properties' overall conservation and development, and its enjoyment by visitors and supporters.

The role of 'Gardener' as a key member of the Crathes team, will be heavily involved in the implementation of development plans for the gardens and wider designed landscape.

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

Qualifications

- A formal qualification at NVQ/ SVQ Level 2 in amenity horticulture supported by knowledge and a minimum of 4 years practical work experience in a heritage or amenity garden context.
- PA1 and PA6a spraying certificates, or willingness to be trained in the use of pesticides and to exercise that training.
- Current driving licence valid for driving in the UK.
- Formal machinery certifications, i.e., Ride on mowers, tractors, chainsaws etc.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

- Undertaking practical maintenance of the garden and estate e.g., managing trees and shrubs, herbaceous plants, and bulbs; turf care; pest/disease/weed control; staking, plant nutrition, composting and soil improvement to the required standards expected by the Trust and for the maximum safety of, and enjoyment by visitors including other professionals in the horticultural industry.
- Contributing to the management, conservation, and development of the garden and estate by plant propagation, cultivation, production of seed and the inputting of appropriate plant records on IRIS bg database and labelling were directed by the head gardener, assistant head gardener or propagator.

- The ability to work individually or as part of a team across a wide range of activities across the garden & estate including large areas of Yew & Box hedge cutting, strimming & brush cutting, tractor/ATV driving, chipping & spraying.
- As requested, assisting with education/interpretation activities such as introductory talks and guided walks.
- Fostering positive relationships with visitors, local communities and other organisations and promoting the work of the Trust when & were appropriate.
- On occasion, supervising and working with volunteers and/or staff members to ensure they deliver the required outputs and the appropriate standard of work, and gain benefit/satisfaction from their activities.
- Undertaking such other reasonable duties as may from time to time be required to ensure the smooth running of the property as required by the Operations Manager.
- On occasion, contributing to the review and development of annual operating plans and operational workplans for the gardens.
- Ensuring compliance with the Trust's health, safety, and environment policies and procedures. This will include ensuring timely completion of HAVS, spraying records and attendance of annual health monitoring.

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

Essential

- Practical experience in general amenity or heritage gardening ideally in a garden open to the public.
- Demonstrable skills in plant husbandry, particularly trees, shrubs, climbers, herbaceous plants, turf culture and pruning techniques.
- Sound demonstrable plant knowledge and identification skills.
- Sound knowledge of basic tool and machinery use and maintenance and a wiliness to expand this.
- Good practical knowledge of Health and Safety processes and procedures and the ability to work effectively within these processes.
- Excellent interpersonal and communication skills; confident in interacting and dealing with the garden & estate team and a wide range of people; and able to represent the Trust.
- Good organisational and time-management skills – including the ability to prioritise work where necessary and the ability to work using own initiative, in the absence of direct line management.
- A high eye for detail and finish, quality standard and best practice.
- Competent IT skills sufficient for maintaining plant records, use of the internet/intranet, assisting volunteers, on-line learning, management of online forms and a wiliness to use this.
- An understanding and commitment to the aims and objectives of the National Trust for Scotland.
- Living the values of the National Trust for Scotland and encourage colleagues to do the same.
 - The ability and willingness to understand others' perspectives and to consider the impact of your actions on them and to adapt your actions as necessary.
 - The ability and willingness to learn and try new things, to be flexible and step outside of your comfort zone.
 - An open and honest way of communicating, ready to ask others for their ideas and to be open to hear and consider different points of view.

- A pro-active approach to taking initiative and to driving forward ideas and projects designed to improve daily operations and deliver an exceptional visitor experience.

Desirable

- Experience of tree inspections and advanced CS units.
- Current First Aid certification (or willingness to train and use).
- Experience of working in a mixed team that includes short-term/seasonal staff and/or volunteers.
- An appreciation of Scottish garden history in a general context.

DIMENSIONS AND SCOPE OF JOB

People Management

- Not a line manager but will, on occasion, supervise volunteers and staff under instructions from Head gardener, assistant head gardener or propagator.
- Will work closely with other property colleagues and will have some interaction with other technical/specialist advisory colleagues based in other locations and departments (e.g. other NTS gardens.)
- Will have regular (daily) interaction with members of the public and guests of all ages and abilities.

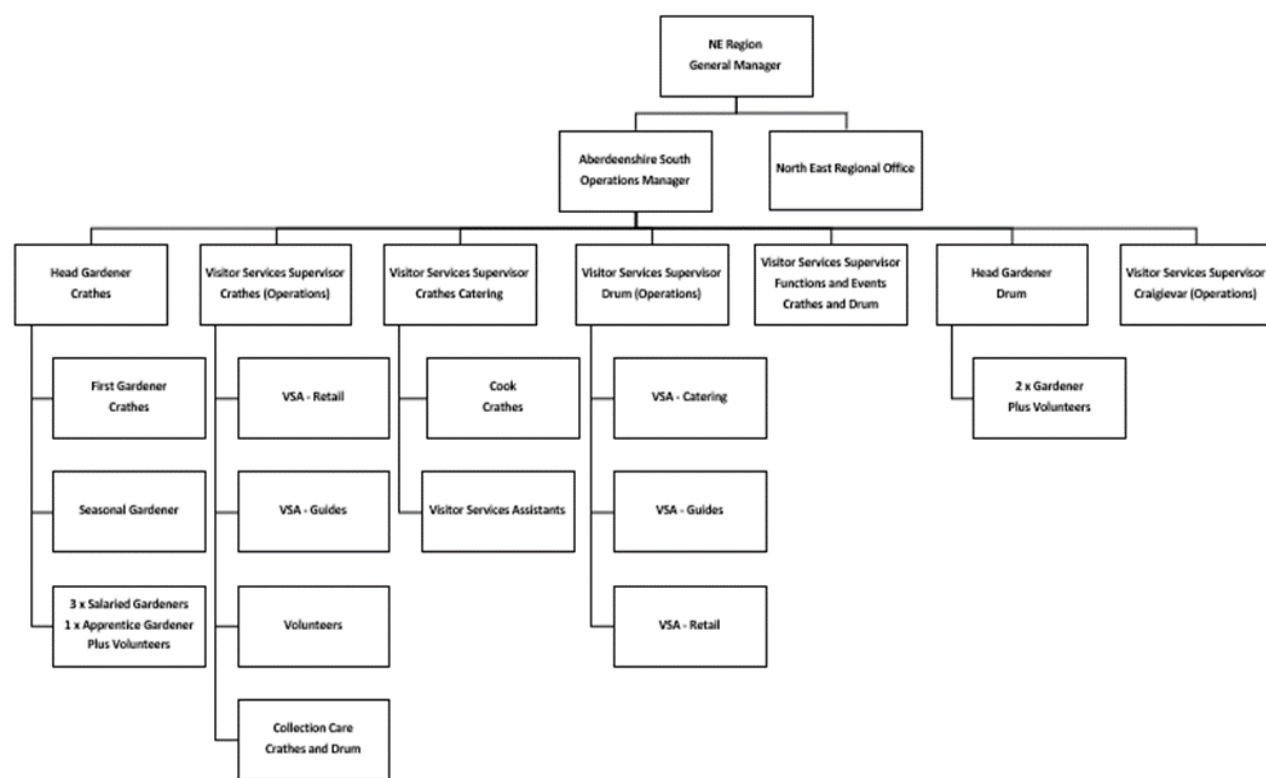
Finance Management

Not a budget-holder but will be expected to take into consideration efficient use of resources for impact on the garden budget.

Tools/equipment

- Will be a user of driven vehicles such as ride-on mowers and tractors.
- Will be a frequent user of powered tools such as chainsaws, mowers, strimmer's, hedge-cutters, and, have a curiosity to further this.
- Will be a frequent user of hand-tools such as spades, forks, trowels, rakes, hoes, shears, and secateurs.
- Will be an occasional user of IT equipment & role specific systems such as IRIS BG database, online holiday booking forms, expenses etc.

Place in Organisational structure



Applications

Interested applicants should forward their Curriculum Vitae (CV) or an Application Form to the People Department, The National Trust for Scotland, by email via workforus@nts.org.uk, by Friday 18th July 2025.

Please ensure your CV or application form includes your full name and contact details. The CV file application form sent to us should be titled with your first initial and surname. When submitting your CV or application form please state the position and job location of the vacancy you are applying for in the subject title or body of your email: For example "Gardener - Crathes"