

Role: Gardener	Region / Department: South West
Reports to: Head Gardener	Pay Grade: Grade 2 lower, £24,960 pro-rata, per annum
Location: Threave Garden	Type of Contract: Fixed Term from 31 st March to July 1 st Aug 2025 Core Hours: 40 hrs to be worked on days and times to be agreed with the Line Manager
Cost Centre: 2207	Activity Code: GA

CONTEXT

Threave is one of the National Trust for Scotland's top ten most visited attractions. The garden is made up of many landscaped features and themed areas including a Secret Garden, Rock Garden, a variety of different water features, Azalea walk and heather beds, a one-acre traditional working walled kitchen garden, orchard, large nursery with glasshouse facilities, extensive woodland garden and broad variety of themed beds and borders planted with a large and diverse collection of plants. Threave provides a perfect location for the Trust's School of Heritage Gardening, offering a wide variety of horticultural experience in both traditional and modern gardening techniques.

JOB PURPOSE

Under the direction of the Head Gardener/Assistant Head Gardener, to ensure that the garden and estate are managed and maintained to a high standard in line with the aims and objectives of the National Trust for Scotland.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

1. Assisting with general horticultural duties to the required standards expected by the Trust and for the maximum safety of, and enjoyment by, visitors. Activities may include:
 - a. Grass-cutting, strimming, hedge-cutting and raking/collection
 - b. Assisting with glasshouse duties
 - c. Hand-weeding of beds and borders
 - d. Vegetable beds and harvesting/growing produce
 - e. Planting out (under direction of staff)
 - f. Application of mulches
2. Assisting with general property maintenance duties and for the maximum safety of, and enjoyment by, visitors. Activities may include:
 - a. Refuse disposal / litter picking if required
 - b. Raking gravel paths
3. Assisting as required with the general enjoyment of the gardens and estate by:
 - a. Responding to general visitor enquiries
 - b. Assisting at events held within the garden or on the estate

4. Working with the full time staff to foster positive relationships with visitors and promoting the work of the Trust.
5. Working alongside volunteers, seasonals and trainees.
6. Ensuring compliance with the Trust's health, safety and environment policies and procedures to ensure the safety of staff, volunteers and visitors. This includes recognition of the Trust's environmental policy with respect to sustainable gardening policies.

This role does not require you to undertake a criminal records check.

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

Qualifications

- ♦ No formal educational qualifications required – but basic garden experience
- ♦ Driving License, valid for driving within the UK

Experience

Essential

- ♦ Should be experienced with a wide range of hand tools and basic machinery / equipment (e.g. lawn mowers, strimmer) or willing to be trained
- ♦ Excellent interpersonal and communication skills, confident in interacting and dealing with a wide range of people, and able to represent the Trust
- ♦ Some practical knowledge of Health and Safety processes and the ability to work effectively within these processes
- ♦ Capable of working effectively within a team environment, but equally able to work unsupervised
- ♦ Good organisational and time management skills – including the ability to prioritise work where necessary
- ♦ Must have a genuine understanding of, and belief in, the work of the National Trust for Scotland

Desirable

- ♦ Horticulture experience highly desirable
- ♦ Experience of working in a garden open to the public
- ♦ Competent IT skills sufficient for use of the internet and for completing intranet training modules

DIMENSIONS AND SCOPE OF JOB

People Management

- ♦ Will work closely with the Assistant Head Gardener and Instructor Gardener/s and other property staff
- ♦ Will regularly work with a team of garden volunteers
- ♦ Will have daily interaction with members of the public of all ages and abilities

Finance Management

- ♦ Not a budget-holder but will be expected to take responsibility for effective management of Trust resources in the allocated areas (e.g. compost, materials etc.)

Tools / equipment / systems

- ♦ Will be a frequent user of powered tools such as mowers, strimmers, hedge-cutters
- ♦ Will be a frequent user of hand tools such as spades, forks, trowels, rakes, hoes, shears and secateurs

Other information

This job involves considerable outdoor physical activity in all weathers.

The Key Responsibilities, Scope of Job, and Required Qualifications, Skills, Experience & Knowledge reflect the requirements of the job at the time of issue. The Trust reserves the right to amend these with appropriate consultation and/or request the post-holder to undertake any activities that it believes to be reasonable within the broad scope of the job or his/her general abilities.

APPLICATIONS

Interested applicants should forward their Curriculum Vitae (CV) or an Application Form to the People Services Department (Applications) by email via workforus@nts.org.uk, by 9th **March 2025**.

Please ensure your CV includes your full name and contact details, the CV file sent to us should be titled your first initial and surname. When submitting your CV 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 - Threave"
