

Role: Gardener	Business Function: South & West
Reports to: First Gardener – The Hill House	Pay Band/Starting Salary: Band 2 Upper, £25,483 - £26,907 pro-rata, per annum
Location: The Hill House, Upper Colquhoun St, Helensburgh, G84 9AJ	Type of Contract: Fixed-term for 2 years, 8 hrs/week year-round, with an additional seasonal 8 hrs/week April to October
COST CENTRE: 3HIH	ACTIVITY CODE: GAZ
Terms and conditions <i>The post is subject to the standard terms and conditions as outlined in your contract of employment and any subsequent amendments.</i> <i>Hours of work will be at times to suit the needs of the post.</i>	

THE HILL HOUSE

The Hill House is considered to be Charles Rennie Mackintosh's domestic masterpiece. Working to a commission from Glasgow book publisher, Walter Blackie, up-and-coming architect Mackintosh and his wife Margaret created almost everything, from the building itself to the furniture and textiles. The garden was an integral part of the home and the Blackies life. Our aim is to ensure the gardens pay homage to Blackies domestic experience and are sympathetic to Edwardian Garden style, but with modern sustainability, biodiversity and gardening practices in mind.

PURPOSE OF THE ROLE

Under the direction of the First Gardener, to assist with conservation, maintenance and development of the garden, ensuring the garden is presented to a high standard in line with the aims and objectives of the National Trust for Scotland.

KEY RESPONSIBILITIES

1. Undertaking practical maintenance of the garden to the required standards expected by the Trust and for the maximum safety of, and enjoyment by visitors. Activities may include:
 - Turf care: Grass-cutting, strimming and edging.
 - Managing trees, shrubs and hedges: Pruning and hedge-cutting.
 - Managing herbaceous plants and bulbs: Hand-weeding of beds and borders and planting.
 - Weeding, watering and feeding vegetable beds and harvesting produce.
 - Plant propagation.
 - Pest & disease control.
 - Composting and soil improvement.
 - Maintenance of paths, paving and carpark.

2. Demonstrating self-motivation, organisation, planning, prioritisation, good time-management and attention to detail.

3. Undertaking other reasonable duties that may be required to ensure the smooth running of the property, such as assisting at events held within the garden or the property.
4. Assisting with interpretation activities such as answering horticultural enquiries from visitors and contributing to accurate plant records.
5. Working with staff to foster positive relationships with local communities, visitors and promoting the work of the Trust, and actively seeking opportunities to increase Trust membership.
6. Working with and supervising volunteers to ensure they deliver required outputs at the appropriate standard and gain benefits from their volunteering.
7. 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.

SCOPE OF ROLE

People Management

- Not a line manager but will, on occasion, supervise volunteers and staff.
- 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 in South and West).
- 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 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 blowers, mowers, strimmers and hedge-cutters.
- Will be a frequent user of hand tools such as spades, forks, trowels, rakes, hoes, shears and secateurs.

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

Qualifications

Essential

- A level 2 Horticultural Qualification or demonstratable equivalent experience.

Desirable

- A HNC Horticultural Qualification or above.

Skills, Experience & Knowledge

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.
- Practical experience in general amenity gardening ideally in a garden open to the public.
- Demonstrable skills in plant husbandry, trees, shrubs, herbaceous plants, turf culture and pruning.
- Demonstrable plant knowledge and identification skills.
- Knowledge of basic tool and machinery use and maintenance.

- Some 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 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.
- Eye for detail and finish, quality standards and best practice.
- Current driving licence valid for driving in the UK.

Desirable

- Competent IT skills sufficient for maintaining plant records, use of the internet/intranet, assisting volunteers, on-line learning etc.
- Experience of working in a mixed team that includes short-term/seasonal staff and/or volunteers.
- PA1 and PA6 spraying certificates, or willingness to be trained in the use of pesticides and to exercise that training.

The Purpose, Context, Key Responsibilities, and Person Specification 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 Sunday 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 - Culzean"
