

Role: Seasonal Gardener	Region / Department: Highlands and Islands
Reports to: Garden and Estate Manager	Pay Grade: Grade 2 lower, £12.60 Per Hour, £26,208 Per annum.
Location: Brodie Castle & Estate, Forres, Moray	Type of Contract: Fixed Term from May 2025 to November 2025 Core Hours: 40 per week on 5 days out of 7 and at additional times to suit the needs of the job (this will include weekend duties). Job Share of hours considered.

Brodie Castle and Estate

This role is based at Brodie Castle and Estate. Brodie Castle, Garden & Estate comprises: Grade A-listed 16th century tower-house with 17th, 18th and 19th century additions, the Playful Garden, a significant collection of paintings and furniture, and a 75 acre estate of designated historic designed landscape which holds policy woodland, a large pond and the famous Brodie Daffodil Collection. It maintains strong links to the Brodie family, whose ancestral seat this was for its entire history. The buildings and grounds are open to the public all year round and are supported by multiple catering facilities within the Castle and Playful Pavilion, two gift shops, the Stables conference centre and holiday accommodation which includes the prestigious “Laird’s Apartment”. Brodie also hosts weddings, private hire functions and year-round events.

JOB PURPOSE

Under the direction of the Assistant Head Gardener or Garden and Estate Manager, 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:
 - Hand-weeding of beds and borders
 - Weeding, watering and feeding vegetable beds and harvesting produce
 - Planting out (under direction of staff)
 - Grass-cutting, strimming, hedge-cutting and raking/collection
 - Cutting of lawn edges

Application of mulches

2. Assisting with general property maintenance duties for the maximum safety of, and enjoyment by, visitors. Activities may include:
 - Refuse disposal
 - Raking gravel paths
3. Assisting as required with the general enjoyment of the gardens and estate by:
 - Responding to general visitor enquiries
 - Assisting at events held within the garden or on the estate
4. Assisting with interpretation activities such as answering basic horticultural enquiries from visitors and providing clear and accurate plant labelling.
5. Working with other members of the team 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 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.

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

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

Qualifications

No formal educational qualifications required – but previous gardening experience is highly desirable

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

A genuine love for gardening and garden maintenance is 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

Ride-on mower experience

DIMENSIONS AND SCOPE OF JOB

People Management

Will work closely with the Assistant Head Gardener, Gardeners and other property staff

Will 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, strimmer's, hedge-cutters

Will be a frequent user of hand tools such as spades, forks, trowels, rakes, hoes, shears and secateurs

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.

Other information

It is a requirement of this post that there is considerable outdoor physical activity in all weathers.

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 4th May 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 - Brodie Castle."
