

<b>Role:</b> Gardener	<b>Region / Department:</b> Highlands
<b>Reports to:</b> Head Gardener, Inverewe	<b>Pay Band:</b> Grade 2 Upper - £26,757 - £28,252 pro-rata, per annum
<b>Location:</b> Inverewe Garden, Poolewe. IV22 2LG	<b>Type of Contract:</b> Permanent, Full-Time
<b>COST CENTRE:</b> 3INE	<b>ACTIVITY CODE:</b> GA1
<b>Terms and conditions</b> The post is subject to the standard terms and conditions provided with the application pack and the following special terms also apply: hours of work = 40 per week on 5 days out of 7 days and at times to suit the needs of the job. Accommodation may be available	

### **JOB PURPOSE**

Inverewe is a garden of international importance. Created by Osgood Mackenzie in the late 19th century, and in NTS ownership since 1952, exotic plants flourish in a challenging northern landscape of spectacular mountain and coast. Within its essential wooded shelterbelt, Inverewe's planting has always been developed to 'push the boundaries'. It is renowned for its variety of designed elements and an extensive plant collection of national significance, including notable collections of rhododendrons and Australasian plants. This post offers the opportunity to work alongside Inverewe's experienced team of horticulturalists, assisting in the maintenance, conservation and development of Inverewe Garden.

### **KEY RESPONSIBILITIES AND ACCOUNTABILITIES**

1. Undertake practical maintenance (e.g. managing trees and shrubs, herbaceous plants, and bulbs; clearing invasive species; weed control; composting and soil improvement; hard-landscaping; path care), with particular responsibility for a designated area within the woodland garden.
2. Knowledge of composting systems with an interest and ability to work alongside the team to help maintain our composting systems and soil health
3. Undertake such other reasonable duties as may, from time to time, be required to ensure the smooth running of the property as required by the Head Gardener.
4. Contribute as required to the wider garden, to the standards expected by the Trust and for the maximum safety of, and enjoyment by, visitors.
5. Contribute to the management, conservation and development of the garden by assisting with plant propagation and other nursery work, and the maintenance of plant records and labelling.
6. Assist with education/interpretation activities such as introductory talks and guided walks.
7. Foster positive relationships with local communities, promoting the work of the Trust, and actively seeking opportunities to increase Trust membership.
8. On occasion, contribute to the review and development of property action plans and operational workplans for the garden.
9. On occasion, supervise and work with volunteers, student placements and/or apprentices to ensure they deliver required outputs at the appropriate standard, and gain benefit/satisfaction from their activities.
10. Ensure compliance with the Trust's health, safety, and environment policies and procedures.
11. Demonstrate self-motivation, strong organisational skills, including time management and the ability to plan and prioritise.

The current duties of this job do not require a criminal records (Disclosure Scotland) check to be carried out.

## **REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE**

### **Qualifications/ skills**

#### Essential

- Either a formal qualification at NVQ/SVQ Level 2 in amenity horticulture, or working towards completion of such a qualification, or demonstrable relevant work experience in an amenity garden context.
- Sound demonstrable plant knowledge and identification skills.
- Excellent interpersonal and communication skills; confident in interacting and dealing with a wide range of people and work in a team environment; and able to represent the Trust.
- Good organisational and time-management skills – including the ability to prioritise work where necessary.
- Able to live and work in a relatively remote rural environment with little public transport.

#### Desirable

- Driving Licence, valid for driving within the UK.
- Competent IT skills sufficient for maintaining plant records, use of the internet/intranet, assisting trainees/apprentices, distance learning etc.
- Skills in arboricultural techniques, basic chain-saw certificates – CS30 & CS31, or willingness to be trained in the basic use of chainsaws.
- Tree climbing and aerial rescue qualification – CS38.

### **Experience**

#### Essential

- Experience of the care and conservation of trees and shrubs, maintaining borders.
- Experience in use of basic garden tools and machinery.
- Experience of Health and Safety processes and procedures and the ability to work effectively within these processes.
- Experience and knowledge of composting systems and soil health

#### Desirable

- Experience of working in a garden open to the public
- Experience of working in a mixed-team that includes short-term/seasonal staff and/or volunteers
- Experience of propagation and nursery practices.
- An interest in heritage gardening.

## **DIMENSIONS AND SCOPE OF JOB**

### Scale

- The role holder will be responsible for a designated area of the woodland garden, comprising approximately 5 acres of borders, established tree/shrub areas and associated path networks.
- They will also be responsible, as part of the woodland team, for the wider woodland garden and shelterbelt periphery, comprising approximately 30 acres of borders, established

tree/shrub areas, areas of invasive plants such as *Rhododrendron ponticum* and associated path networks.

#### People Management

- Not a line manager
- On occasion the role holder may be asked to supervise volunteers (up to 5 on one day).
- On occasion the role holder may be asked to supervise student placements or apprentices under instruction from Head Gardener or First Gardener.
- The role holder will work closely with other gardeners, particularly with the woodland garden team, and will frequently be involved in collaborative activities such as winching, chipping and chainsawing.
- The role holder work may have some interaction with other technical/specialist advisory colleagues.
- Will have regular (daily) interaction with members of the public of all ages and abilities.

#### Finance Management

- Not a budget holder

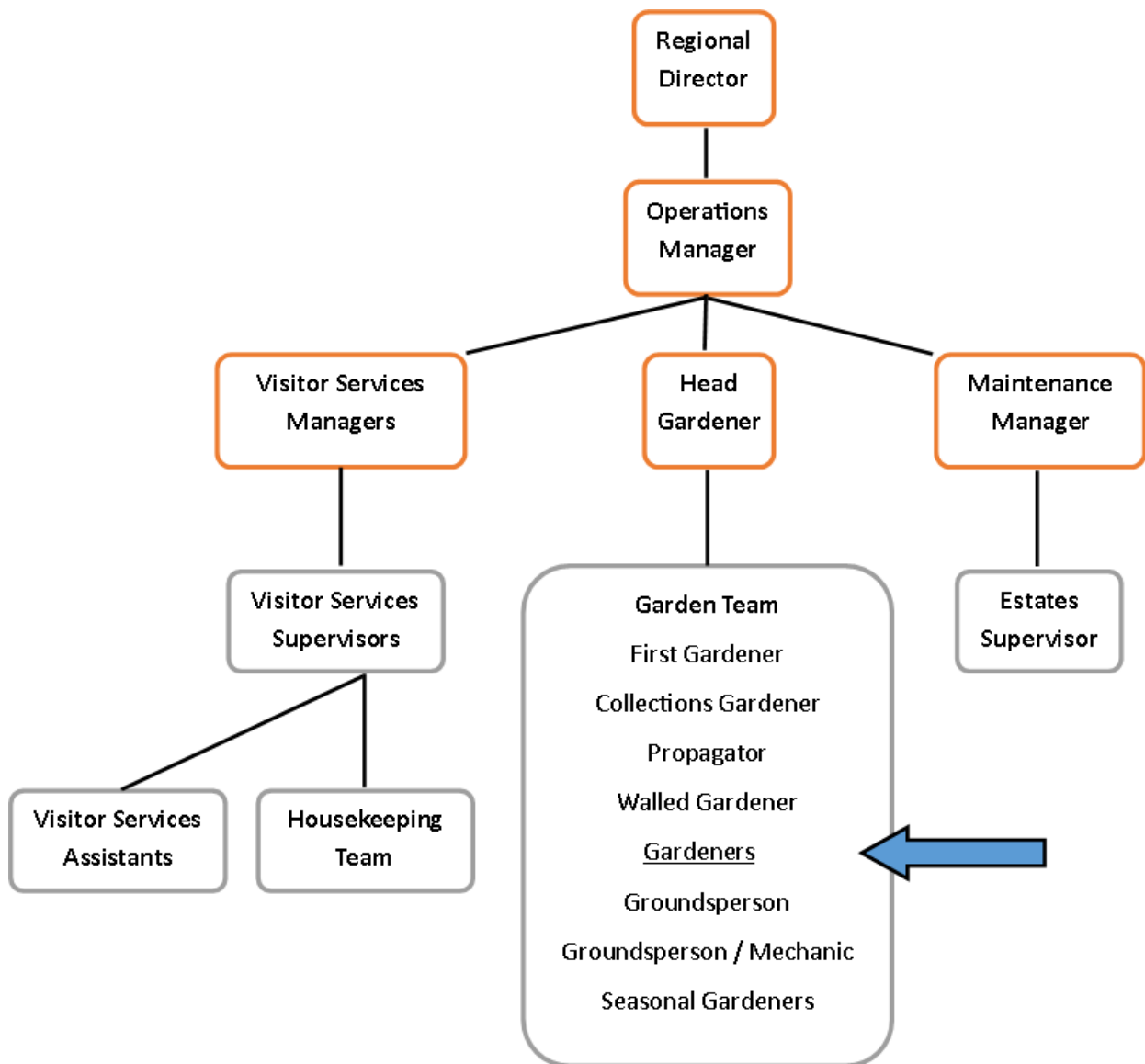
#### Tools / equipment / systems

- Will be a frequent user of driven vehicles such as tractors and ride-on mowers
- Will be a frequent user of hand-tools such as spades, forks, trowels, rakes, hoes, shears, and secateurs.
- Will be a user of powered tools such as, winches, mowers, strimmers, wood chippers, shredders, tractors, chainsaws (if qualified).

#### Example key performance indicators and targets

- Maintaining the designated area of woodland garden to the standards expected by the Trust and for the maximum safety of, and enjoyment by, visitors.
- Working collaboratively as part of a woodland team.
- Forestry excellent working relationships with all members of the garden team and assisting outside of the woodland garden where necessary.

**PLACE IN ORGANISATIONAL STRUCTURE:**



**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](mailto:workforus@nts.org.uk), by Sunday 6th July 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 - Inverewe"