

Role: Gardener – Threave Garden	Region: South & West Heritage Properties
Reports to: Head Gardener/ First Gardener- Threave	Pay Band/Starting Salary: Grade 2 upper £26,757 - £28,252 Per Annum
Location: Threave Garden, Castle Douglas, DG7 1RX	Type of Contract: Permanent , full-time, 40 hours per week.
Cost Centre: 3THR	Activity Code: GAZ
Terms and conditions <i>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 (this will include regular weekend duties on a rota basis).</i>	

KEY PURPOSE

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, Ericaceous beds, a variety of different water features, Azalea walk and heather beds, a one-acre traditional working walled kitchen garden, orchard, large nursery with new 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

KEY RESPONSIBILITIES

The Key Purposes of the job will be met by:

1. Undertaking practical maintenance of the garden and all associated garden machinery - e.g. Grass cutting, strimming, edging, leaf blowers, hedgetrimmers, etc, Weeding of beds, planting, pruning, care of shrubs, trees, herbaceous and bulbs, turf care, pest/disease/weed control, staking, plant nutrition, composting, mulching 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.
2. Fostering positive relationships with team, property staff, local communities and organisations and promote the work of the Trust.
3. On occasion, supervising and working with volunteers and/or trainees to ensure they deliver required outputs at the appropriate standard, and gain benefit/satisfaction from their activities.
4. Demonstrating self-motivation, organising, planning, and prioritising and good time management.
5. 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 Head Gardener.
6. Ensuring compliance with the Trust's health, safety, and environment policies and procedures.
7. Assisting all other areas when required (nursery / walled garden)

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

SCOPE OF JOB

People Management

- ♦ Not a line manager but will, on occasion, supervise volunteers and trainees under instructions from Head Gardener / First Gardener
- ♦ 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 southwest region)
- ♦ Will have regular (daily) interaction with members of the public and guests of all ages and abilities.
- ♦ Recording and reporting of information, promotion of garden at events

Finance Management

- ♦ Not a budget-holder.

Tools/equipment

- ♦ Will be a user of driven vehicles such as ride-on mowers, 4x4 all-terrain vehicles and tractors.
- ♦ Will be a frequent user of powered tools such as mowers, strimmers, woodchippers and hedge-cutters.
- ♦ Will be a frequent user of hand-tools such as spades, forks, trowels, rakes, hoes, shears, and secateurs.

REQUIRED SKILLS, EXPERIENCE & KNOWLEDGE

The above outlines the key skills the post-holder will need to possess and exercise. In addition, either knowledge of or experience in the following is required:

Essential

- A relevant qualification in Horticulture or demonstrable equivalent practical experience.
- Demonstrable skills in garden machinery e.g. ride on mowers, strimmers, lawnmowers, hedge trimmer etc.
- Sound demonstrable plant knowledge and identification skills.
- Sound knowledge of basic tools
- 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 also the ability to work using own initiative, in the absence of direct line management.
- Eye for detail and finish, quality standard and best practice.
- Good ability to record and report information.
- 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.
- Previous experience working in a public garden or similar
- Experience of working in a mixed-team that includes trainees/seasonal staff and/or volunteers.
- Skills in arboricultural techniques, basic chain-saw certificates – CS30 & CS31, or willingness to be trained in the basic use of chainsaws and to exercise that training.

The Key Responsibilities, Scope of Job, and Required 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 Friday 3rd October 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"
