

Role: Gardener	Region - North East
Reports to: Head Gardener	Pay Band: Grade 2 Upper, £26,757 - £28,252 pro-rata, per annum.
Location: Fyvie Castle, AB53 8JS	Type of Contract: Permanent, Part-Time, 20 Hours Per Week
Note <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 = 20 Hours per week out of 7 days (rota negotiable) and at times to suit the needs of the job (this will include occasional weekend duties).</i>	

We are looking for a talented & enthusiastic Gardener to join the team at our fantastic property, Fyvie Castle

An exciting opportunity to be a part of the on-going development of the Garden of Scottish Fruits. Covering 2 acres, the garden contains one of the most complete collections of Scottish fruit in the country. Apples and Pears are in the early stages of being trained in a variety of restricted forms such as Espaliers, Step-overs, Fans and Cordon, as well as rare styles such as Belgium Fence and Palette Verriers.

The garden also contains a huge range of soft fruits including black, red, white and pink currents, raspberries, blackberries and hybrid berries. The first stage of a new 100m herbaceous border bursting with colour is complete, a central herb parterre contains a variety of medicinal and culinary herbs as well as flowers.

Outside the walled garden, a meandering path leads through the 'American Garden', a 100m mixed border of trees, shrubs and herbaceous perennials before bringing you into the impressive 18th century designed landscape outside the Castle containing many mature hardwood trees.

From the car park you walk through Rhymers Haugh woodland Garden, before entering the newly developed 'Shrubbery' garden containing a developing collection of trees and shrubs. This leads to the Fyvie Loch walk, which takes you along the loch and back up the impressive driveway flanked with mature trees.

This is a fantastic opportunity within the heritage industry and the ideal candidate must be passionate about our vision for the Future and what we do every day as a business: Bringing people together and giving them the greatest visitor experience.

KEY PURPOSE

To ensure that the garden, grounds and related policies of gardens are managed and maintained as nationally-recognised gardens of outstanding historical and horticultural importance; contributing to the properties' overall conservation and development, and its enjoyment by visitors and supporters.

The role of 'Gardener' as a key member of the team, will be heavily involved in the implementation of development plans for the gardens and wider designed landscape.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

- Undertaking practical maintenance of the garden e.g. managing trees and shrubs, herbaceous plants, and bulbs; turf care; pest/disease/weed control; staking, plant nutrition, composting 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;

- Contributing to the management, conservation and development of the garden by plant propagation, cultivation and production of seeds, and the maintenance of appropriate plant records and labelling;
- As requested, assisting with education/interpretation activities such as introductory talks and guided walks;
- Fostering positive relationships with local communities and organisations and promote the work of the Trust.
- On occasion, supervising and working with volunteers and/or staff members to ensure they deliver required outputs at the appropriate standard, and gain benefit/satisfaction from their activities;
- 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 Operations Manager.
- On occasion, contributing to the review and development of annual operating plans and operational workplans for the gardens;
- Ensuring compliance with the Trust's health, safety, and environment policies and procedures.

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

Qualifications

- A formal qualification at NVQ/ SVQ Level 2 in amenity horticulture supported by knowledge and demonstrable work experience in an amenity garden context.
- PA1 and PA6a spraying certificates, or willingness to be trained in the use of pesticides and to exercise that training;
- Current driving licence valid for driving in the UK.

Skills, Experience & Knowledge

Essential

- Practical experience in general amenity gardening ideally in a garden open to the public.
- Demonstrable skills in plant husbandry, particularly trees, shrubs, herbaceous plants, turf culture and pruning.
- Sound demonstrable plant knowledge and identification skills.
- Sound knowledge of basic tool and machinery use and maintenance
- Good 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.
- Competent IT skills sufficient for maintaining plant records, use of the internet/intranet, assisting volunteers, on-line learning etc.
- An understanding and commitment to the aims and objectives of the National Trust for Scotland.
- Living the values of the National Trust for Scotland and encourage colleagues to do the same
 - The ability and willingness to understand others' perspectives and to consider the impact of your actions on them and to adapt your actions as necessary.
 - The ability and willingness to learn and try new things, to be flexible and step outside of your comfort zone.
 - An open and honest way of communicating, ready to ask others for their ideas and to be open to hear and consider different points of view.
 - A pro-active approach to taking initiative and to driving forward ideas and projects designed to improve daily operations and deliver an exceptional visitor experience.

Desirable

- Experience of working in a mixed-team that includes short-term/seasonal staff and/or volunteers.
- An appreciation of Scottish garden history in a general context;
- Some knowledge of tree inspections and/or in possession of CS units;
- Current First Aid certification (or willingness to train and use);

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

DIMENSIONS AND SCOPE OF JOB

People Management

- Not a line manager but will, on occasion, supervise volunteers and staff under instructions from Head 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 Gardeners in the region)
- Will have regular (daily) interaction with members of the public and guests of all ages and abilities.

Finance Management

- Not a budget-holder.

Tools/equipment

- Will be a user of driven vehicles such as ride-on mowers and tractors;
- Will be a frequent user of powered tools such as chainsaws, mowers, strimmers, 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 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.

How to Apply

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 21st December 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 - Fyvie"