



Gardener

Closing Date: Wednesday 25th February 2026 at Midday

Expected Interview Date: 9th March 2026

Recruitment Reference:
302

Starting Salary:
£28,620 pro rata, per year

Salary Range:
£28,620 - £31,720 pro
rata, per year

Pay Grade:
Grade 2

Directorate:
Operations

Location:
Stirling Castle Gardens

Line Manager:

Mo Russell, Lead
Gardener

Contract Type:

Permanent

Working Hours:
Summer:
Monday to Thursday:
7:30 – 16:15
Friday 7:30 to 14:00

Winter:
Monday – Thursday:
0800 - 1615

Thank you for your interest in the post of a Gardener with Historic Environment Scotland that will be based in Stirling Castle Gardens. This is a permanent position.

You will be a member of the team of Gardeners working at Stirling Castle ensuring project and routine maintenance programmes are adhered to. This is a chance to join a busy and dedicated team of staff working in one of the highest profiles scheduled ancient monuments and visitor attractions in the country.

Overview of the post and information about the team

As a Gardener, you will join the Monument Conservation Unit (MCU) within the Operations Directorate, playing a vital role in the care and conservation of the 336 historic properties in the care of Historic Environment Scotland.

The MCU employs around 400 skilled craft, conservation, and operational staff, working across four regional teams and based in 27 depots throughout Scotland.

This post is based with the Stirling Castle Conservation Team, reporting directly to the Lead Gardener. Your work will be primarily based at Stirling Castle, with occasional opportunities to support other sites across the Central Region. You will work as part of a small, supportive team alongside another Gardener and a Gardening Apprentice, contributing to the presentation and conservation of one of Scotland's most significant historic sites.

Key responsibilities, duties and objectives

- Responsible for all aspects of horticulture and grounds maintenance within a historic and high-profile landscape.
- To deliver grounds maintenance to a high standard including weeding, planting, mulching



and provision of care for trees, shrubs, herbaceous, half-hardy and hardy plant stock within that environment.

- To assist in the maintenance and production of polytunnel nursery stock, having a sound knowledge of polytunnel cultivation and a high level of propagation skills, to enable production of high-quality stock from seed and cuttings.
- Maintenance of fine lawns, undertaking mowing, scarifying, aerating, application of herbicides and fertilisers.
- Use and maintenance of hand-tools, equipment and machinery such as petrol driven ride-on mowers, pedestrian mowers, strimmer's and hedge cutters.
- Mentor apprentice gardener, supporting their training and progress.
- Maintain a good working knowledge of the various plants that are grown in the gardens
- Deal with queries from visitors and site stakeholders regarding the gardens.

Knowledge, skills and experience

You will be required to demonstrate that you meet the requirements and qualifications below as part of the selection process.

Essential requirements:

- Appropriate qualification at [SCQF Level 7](#) in horticulture/arboriculture or extensive equivalent experience.
- Have a good knowledge of horticultural cultivation methods.
- Be skilled in plant identification.
- Have an awareness of plant pests and diseases along with their treatment.
- Turf maintenance and establishment experience
- Experience of using horticultural machinery.

Desirable requirements:

- Full UK driving licence
- Trained to PA1 (Safe Handling & Use) and PA6 (Pedestrian hand-held application) in Pesticide use.
- Trained to CS30/CS31 Chainsaw maintenance and Cross cutting

Our Interview Process

If you have been shortlisted for this role, we will send you an email to invite you to meet with us for an interview. This will take place either in-person or by video call (we will let you know which one in advance). Our panel will ask you some questions to get to know you and better understand how you meet the key competencies and behaviours of the role that you are applying for. This is also an opportunity for you to know the team better and make sure that we are the right choice for you

There may be a task included in the interview, which is relevant to the role you are applying for. If this is the case, we will let you know what to expect beforehand. Should you be shortlisted for interview, we will send you out the key questions in advance to help you prepare. Your questions will be based on the following selected key requirements of the post:



Key Competencies:

- **Knowledge & Expertise** - Applying and developing knowledge and expertise to achieve results
- **Planning and Organising** - Putting plans and resources in place to achieve results
- **Communication** - Communicating appropriately and clearly

Key Behaviours:

- **Ensuring we include others fully** – Putting ourselves in the shoes of others and asking how we can make our work and workplaces fully accessible and inclusive.
- **Learning as we work** – Ensuring we are all accountable for our own personal growth and learning. Ensuring we reflect on these moments and are brave enough to seek them out and grow with our changing world.
- **Exploring challenges together** - Collaborating with others to solve problems to ensure the highest quality results. Owning our learnings and behaviours together rather than defending or attributing blame.

How to apply for this post

You can apply online by visiting our [vacancy page](#) on the Historic Environment Scotland website. If you are unable to complete an online application process, please email centralrecruitment@hes.scot, quoting the job title and recruitment reference, and we will arrange for an application form to be sent to you. Alternatively, you can call 0131 668 8600 to request this.

Guidance on completing your application can be found in the 'How to Apply' section in the Job Summary, please ensure that you read this to understand what should be included in your cover letter. If you are applying internally, please read our CV and Cover Letter Guidance included in the advert under the section 'Key requirements of the role'

Your application must arrive by the advertised closing date. Please note that when applying online, we will only be able to see your application once you fully submit it.

Please note that, as we operate an electronic recruitment system, we will contact you via the email address that you provide in your application to inform you of the outcome of your application.

For further information about the post, please contact Mo Russell, Lead Gardener via email on mo.russell@hes.scot

We are dedicated to building a workforce which is reflective of diversity within Scotland. We warmly welcome applications from candidates of all backgrounds, regardless of age, race, gender or gender identity, religious beliefs, marital status, sexual orientation, disability, or neurodiversity. In support of our Gaelic Language Plan, we welcome applications from Gaelic speakers.