

Role: Groundsperson	Business Function: South & West
Reports to: Head Gardener, Crarae Garden	Pay Grade: Grade 2 - £28,563 pro-rata, per annum
Location: Crarae Garden, Inveraray, PA32 8YA	Type of Contract: 1 Year Fixed-Term Contract. Various Hours Available
Cost Centre: 3CRE	Activity Code: GAZ
Terms and conditions <i>The post is subject to the standard terms and conditions provided with the application pack.</i>	

KEY PURPOSE

To ensure that the garden and related policies of Crarae Garden are managed and maintained as a nationally recognized gardens of historical and horticultural importance, contributing to the property's overall conservation and development, and its enjoyment by visitors and supporters.

The role of 'Gardener' as a key member of the Crarae Gardening Team will be heavily involved in the care and maintenance of the gardens and wider designed landscapes.

CONTEXT

Crarae is one of the finest examples of an exotic Himalayan style woodland garden. Set beside the banks of Loch Fyne, this unique 40 hectare garden is planted around the glen of the steep sided Crarae burn. The garden was started by Grace, Lady Campbell in 1912 and includes a National Collection of southern beech as well as excellent examples of rhododendron, maples, mountain ash and eucalyptus.

Under the direction of the Head Gardener, with supervision from the Assistant Head Gardener, and as part of the property team, you will assist with the conservation, maintenance and development of the garden and designed landscape to ensure that Crarae Garden is presented to the highest standards to its visitors and guests.

As such, we are looking for a knowledgeable and passionate horticulturist to work with our enthusiastic team of staff and volunteers and to assist with the continued development of a wide range of horticultural aspects of the garden as well as increasing the overall importance of Crarae Garden as a visitor attraction.

KEY RESPONSIBILITIES

The Key Purposes of the job will be met by:

1. Undertaking practical maintenance of the garden (e.g. managing trees and shrubs, herbaceous plants, and bulbs; turf care; pest/disease/weed control; staking, plant propagation, 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;
2. Demonstrating: self-motivation, organisation, planning, prioritisation, good time management and attention to detail;
3. 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;
4. Undertaking other reasonable duties as may, from time to time, be required to ensure the smooth running of the property;
5. Ensuring compliance with the Trust's health, safety, and environment policies and procedures.
6. Fostering positive relationships with local communities and organisations and promote the work of the Trust.

SCOPE OF JOB

People Management

- ♦ Not a line manager but will, on occasion, supervise volunteers and staff under instructions from the Property Management Team.
- ♦ 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 South and West)
- ♦ 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 blowers, mowers, trimmers, 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

- 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
- 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 the ability to work using own initiative, in the absence of direct line management.
- Eye for detail and finish, quality standard and best practice.
- 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.
- 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.
- Experience of working in a mixed team that includes short-term/seasonal staff and/or volunteers.
- PA1 and PA6 spraying certificates, or willingness to be trained in the use of pesticides 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.

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 1st March 2026.

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, "Groundsperson - Crarae"