Role: Seasonal Gardener	**Region:** North East
Reports to: Head Gardener	**Pay Grade:** Grade 1 - £27,976 pro-rata, per annum
Location: Haddo House, Ellon, Aberdeenshire, AB41 7EQ	**Type of Contract:** Fixed Term Until October 2026, Part Time, 32 Hours Per Week
COST CENTRE (e.g.:3CUZ): 3HAH *Please note this is required so the People Team can correctly allocate this role to the relevant cost centre.*	**ACTIVITY CODE (e.g.: VSZ): GAZ** *Please note this is required to allow the system (PeopleXD) to allocate the salary to the correct centre.*

JOB PURPOSE

Under the direction of the Head Gardener and First Gardener, to ensure that the formal garden and estate at Haddo House are managed and maintained to a high standard in line with the aims and objectives of the National Trust for Scotland.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

1. Assisting with general horticultural duties to the required standards expected by the Trust and for the maximum safety of, and enjoyment by, visitors. Activities may include but not limited to:

    a. Hand-weeding of beds and borders

    b. Planting out (under direction of staff)

    c. Grass-cutting, strimming, hedge-cutting and raking/collection

    d. Cutting of lawn edges

2. Assisting with general property maintenance duties for the maximum safety of, and enjoyment by, visitors. Activities may include but not limited to:

    a. Refuse disposal

    b. Raking gravel paths

3. Assisting as required with the general enjoyment of the gardens and estate by:

    a. Responding to general visitor enquiries

    b. Assisting at events held within the garden or on the estate

4. Assisting with interpretation activities such as answering basic horticultural enquiries from visitors.

5. Working with the full-time staff to foster positive relationships with local communities, visitors and promoting the work of the Trust, and actively seeking opportunities to increase Trust membership.

6. Working with volunteers to ensure they deliver required outputs at the appropriate standard and gain benefits from their volunteering

7. Ensuring compliance with the Trust's health, safety and environment policies and procedures to ensure the safety of staff, volunteers and visitors. This includes recognition of the Trust's environmental policy with respect to sustainable gardening policies.

This role does not require you to undertake a criminal records check.

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

Qualifications

- No formal educational qualifications required – but previous gardening experience is highly desirable
- Driving License, valid for driving within the UK

Experience

Essential

- Should be experienced with a wide range of hand tools and basic machinery / equipment (e.g. lawn mowers, strimmer) or willing to be trained
- Excellent interpersonal and communication skills, confident in interacting and dealing with a wide range of people, and able to represent the Trust
- Some practical knowledge of Health and Safety processes and the ability to work effectively within these processes
- Capable of working effectively within a team environment, but equally able to work unsupervised
- Good organisational and time management skills – including the ability to prioritise work where necessary
- Must have a genuine understanding of, and belief in, the work of the National Trust for Scotland

Desirable

- A genuine love for gardening and garden maintenance is highly desirable
- Experience of working in a garden open to the public
- Competent IT skills sufficient for use of the internet and for completing intranet training modules

DIMENSIONS AND SCOPE OF JOB

People Management

- Will work closely with the Head Gardener and First Gardener and other property staff
- Will regularly work with a team of garden volunteers
- Will have daily interaction with members of the public of all ages and abilities

Finance Management

- Not a budget-holder but will be expected to take responsibility for effective management of Trust resources in the allocated areas (e.g. compost, materials etc)
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Tools / equipment / systems

- Will be a frequent user of powered tools such as mowers, strimmers, hedge-cutters
- Will be a frequent user of hand tools such as spades, forks, trowels, rakes, hoes and secateur

Other information

It is a requirement of this post that there is considerable outdoor physical activity in all weather

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.

How to Apply

Interested applicants should forward their Curriculum Vitae (CV) or an Application Form to the People Department, The National Trust for Scotland, by email via workforus@nts.org.uk, by Friday 27th March 2026.

Please ensure your CV includes your full name and contact details. The CV file sent to us should be titled with 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 "Seasonal Gardener - Haddo"