

Role: Gardener	Region / Department: South & West
Reports to: Head Gardener	Pay Band: Grade 2 - £28,562.00 per annum
Location: Threave Estate, Castle Douglas, Dumfries and Galloway DG7 1RX	Type of Contract: Full time, Permanent
COST CENTRE (e.g.:3CUZ): 3THR <i>Please note this is required so the People Team can correctly allocate this role to the relevant cost centre.</i>	ACTIVITY CODE (e.g.: VSZ): GA1 <i>Please note this is required to allow the system (PeopleXD) to allocate the salary to the correct centre.</i>

JOB PURPOSE

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

This role will be as a key member of the Threave Garden team, **predominately, but not limited to, working in the productive walled garden.**

Threave is one of the National Trust for Scotland's top visited attractions. The garden is made up of many landscaped features and themed areas including a Secret Garden, Rock Garden, 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. Open all year round, the garden provides interest throughout the year.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

The Key Purposes of the job will be met by:

1. Undertaking - **Walled Garden**, Sowing/growing and harvesting vegetables, pruning fruit, weeding, planting and maintaining all areas, to the required high standards expected by the Trust and for the maximum safety of staff and public, and enjoyment by visitors including other professionals in the horticultural industry. On occasions you may also be required to work within the grounds, carrying out practical maintenance (e.g. managing trees and shrubs, herbaceous plants, and bulbs; turf care; pest/disease/weed control; staking, plant nutrition, composting and soil improvement).
2. Fostering positive relationships with local communities and organisations to promote the work of the Trust.
3. Supervising, Supporting and Directing volunteers and/or staff members, **including trainees** to ensure they deliver required outputs at the appropriate standard, and gain benefit/satisfaction from their activities;
4. Demonstrating self-motivation, organisation, planning, and prioritisation skills along with good time management.
5. Undertaking such other reasonable duties as may 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. Be able to work on a rota (1 in 6) of 2 to 4 hrs for garden duty weekends TOIL will be given

8. On occasions you maybe required to provide garden / walled garden talks and tours

The current duties of this doesn't require a criminal records (Disclosure Scotland) check to be carried out.

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

Qualifications

Essential

- A Horticultural qualification at RHS level 2 or equivalent, showing demonstrable Horticultural knowledge.

Desirable

- Current driving licence valid for driving in the UK.

Experience

Essential

- Demonstratable experience with sowing/growing and harvesting vegetables.
- Demonstratable experience with pruning and maintaining of hard and soft fruit
- Relevant practical experience in general amenity gardening and also maintaining production within a walled garden to supply Threave kitchen.
- Demonstrable skills in plant husbandry, particularly trees, shrubs, herbaceous plants and pruning.
- Sound demonstrable plant knowledge and identification skills.
- 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 trainees, volunteers and visitors; 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.
- Sound knowledge of basic tools and machinery use and maintenance

Desirable

- Competent IT skills sufficient for maintaining plant records, use of the internet/intranet, assisting volunteers, on-line learning etc.
- Experience of working in a garden open to the public.
- Experience of working in a mixed team that includes short-term/seasonal staff, trainees and/or volunteers.
- The ability to take on other tasks required by the Head Gardener, such as driving hired vehicles and vans.

DIMENSIONS AND SCOPE OF JOB

People Management

- ♦ Not a line manager but will regularly-supervise trainees, volunteers and staff working in the walled garden under instructions from Head Gardener/Assistant 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 gardens)
- ♦ Will have regular (daily) interaction with members of the public and guests of all ages and abilities.
- ♦ Will be expected to participate, contribute, and feature in promotional activities/material for the garden and the Trust i.e. events, social media.

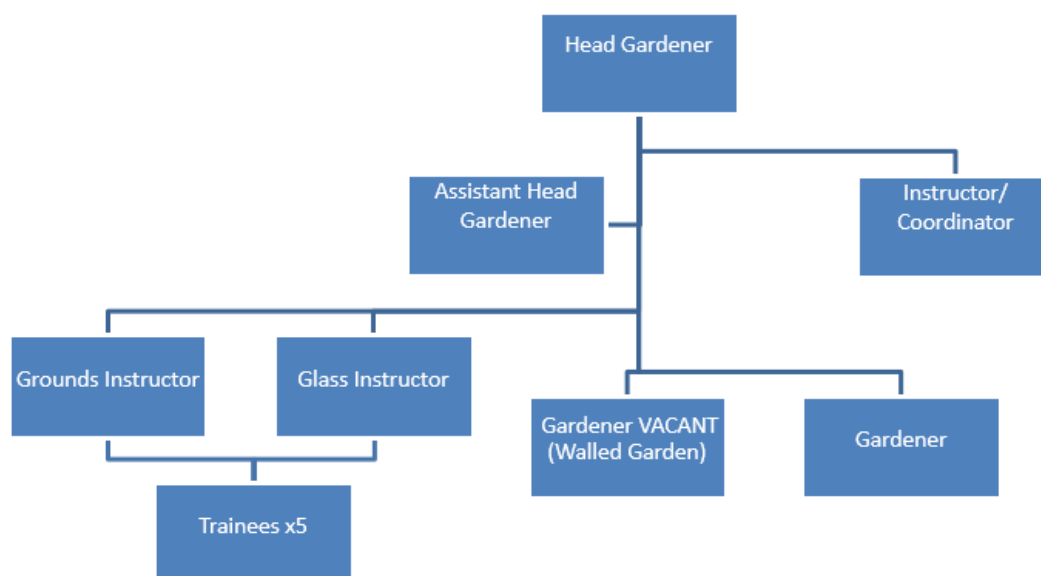
Finance Management

- ♦ Not a budget-holder but will be responsible for submitting any expense claims in good time and in line with allowances

Tools/equipment

- ♦ Will be required at times to use driven vehicles such as ride-on mowers and tractors.
- ♦ Will be a frequent user of powered tools such as mowers, electric pruners and hedge-cutters.
- ♦ Will be a frequent user of hand-tools such as spades, forks, trowels, rakes, hoes, shears, and secateurs.
- ♦ Will help to conserve and propagate/graft plants in the walled garden.

Place in organisational structure (extract of org chart showing role):



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.

Applications

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 Sunday 3rd May 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 "Gardener - Threave"