

Role: Gardener	Region: Edinburgh & East
Reports to: Head Gardener	Pay Grade: Grade 1 - £13.45 Per Hour
Location: Harmony & Priorwood Gardens, Melrose, TD6 9LJ & TD6 9PX.	Type of Contract: Permanent, Full-Time, 40 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 = 40 per week at times to suit the needs of the job (this will include regular weekend duties on a rota basis).</i>	

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

Essential

- No formal educational qualifications required, but HNC or RHS Level 1 or equivalent would be desirable.

Desirable

- PA1 and PA6 spraying certificates.
- 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 fruit 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 the ability to work using own initiative, in the absence of direct line management.
- Eye for detail and finish, quality standard and best practice.
- 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.
- Competent IT skills sufficient for maintaining plant records, use of the internet/intranet, assisting volunteers, on-line learning etc.
- An appreciation of Scottish garden history in a general context.
- Experience of tree inspections and advanced 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

Scale

- Support the Head Gardener in garden and orchard presentation and maintenance.
- Occasionally take charge of the property on days of Head Gardener absence (holiday/meetings etc).
- Supporting public and private events held in gardens and orchard.

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.

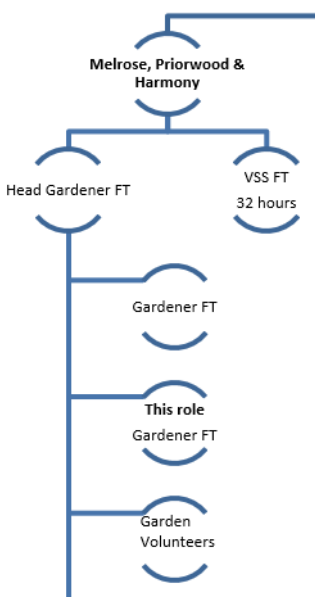
Finance Management

- Not a budget-holder.

Tools/equipment

- Will be a frequent user of hand-tools such as spades, forks, trowels, rakes, hoes, shears, and secateurs.
- Will be a frequent user of powered tools such as mowers, strimmers, hedge-cutters.
- Will be a user of driven vehicles such as ride-on mowers (if applicant holds a valid UK driving licence).

Organisational structure chart showing role:



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 7th June 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, "Gardener – Harmony & Priorwood"