

Role: Estate Worker	Region: South & West
Reports to: Head Gardener	Pay Grade: Grade 2 – £28,562 per annum
Location: Culzean Castle and Country Park, Maybole, South Ayrshire, KA19 8LE	Type of Contract: Permanent. Full-Time, 40 Hours Per Week.
COST CENTRE (e.g.:3CUZ): 3CUZ <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): GAZ <i>Please note this is required to allow the system (PeopleXD) to allocate the salary to the correct centre.</i>

JOB PURPOSE

This job exists in order to ensure that the grounds and policies of Culzean Castle are managed and maintained as an internationally recognised landscape of outstanding historical importance and contributes to the property's overall conservation and development, and its enjoyment by visitors. Under the day-to-day direction of the Head Gardener, and in liaison with others as necessary, the role assists in the management of the woodland trees, control of 'invasive species' and the maintenance of the path network to the expected standard of a National Trust for Scotland garden. In addition, the role supports the maintenance of facilities across the estate, and any other estate work as required.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

The Key Purposes of the job will be met by:

1. Undertaking practical maintenance of the grounds and wider estate e.g. managing trees and shrubs; managing drainage systems; turf care; pest/disease/weed control; pathway maintenance; waste management; fencing work; Road maintenance; repair and maintain benches and signage; to the required standards expected by the Trust and for the maximum safety of, and enjoyment by visitors
2. Carry out woodland management e.g. Tree inspections; woodland thinning; crown lifting; tree planting; Reactionary woodland work from storms; managing invasive species
3. Support the maintenance and compliance of facilities across the estate, occasionally working with contractors or carrying out repairs or compliance checks when needed
4. Ensuring compliance with the Trust's health, safety, and environment policies and procedures
5. Assist with event set up and operations as required
6. Fostering positive relationships with local communities and organisations and promote the work of the Trust.
7. Demonstrating self-motivation, organizing, planning, and prioritizing and good time management
8. Contribute towards the inspections and maintenance of the estate playparks
9. Carry out weekend duties on a rota system
10. 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 Head Gardener

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

SCOPE OF JOB

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 gardens in Ayrshire and Arran).
- ♦ 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 chainsaws, mowers, strimmers, hedge-cutters.
- ♦ Will be a frequent user of hand-tools such as spades, forks, trowels, rakes, hoes, shears, and secateurs.

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

Essential

- ♦ Training, current certification and experience to NPTC 201, 202, 203 (Formally known as CS 30, 31) or willingness to train.
- ♦ NPTC- PA1/PA6 Units in spraying or willingness to be trained.
- ♦ First Aid certificated or willingness to be trained.
- ♦ LANTRA certificated, or acceptable alternative in use of Agriculture machinery (mini tractor with attachments), Brush Cutters, and Strimmers or willingness to be trained.
- ♦ Routine playground inspection qualifications or willingness to be trained.
- ♦ Sound knowledge of basic tool and machinery use and maintenance.
- ♦ Ability to learn good Health and Safety processes and procedures and the ability to work effectively within these processes.
- ♦ The ability and confidence to interact politely with visitors & skills in dealing with people generally. The ability to represent the Trust when speaking with visitors.
- ♦ A full clean driving license, valid for driving within the UK.

Desirable

- ♦ Experience of working within an estate team.
- ♦ PASMA certificated in the safe use of mobile access platforms or willingness to be trained
- ♦ Sound IT skills.
- ♦ Experience driving with trailers.

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 Sunday 19th July 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 "Estate worker - Culzean"