

Role: Gardens & Estate Worker	Region: South and West
Reports to: Head Gardener - Culzean Castle, Garden & Country Park	Pay Grade: Grade 1 - £27,976 pro-rata, per annum (£13.45 Per Hour)
Location: Culzean Castle & Country Park, Maybole, Ayrshire, KA19 8LE	Type of Contract: Fixed-Term 12-Month Contract Until October 2027. Full-Time, 40 Hours Per Week
COST CENTRE: 3CUZ	ACTIVITY CODE: GAZ

JOB PURPOSE

Under the direction of the Head Gardener and as part of the property team, assist with the conservation and development of the gardens to ensure that Culzean Castle Gardens are presented at the highest standards to its visitors and guests. The post exists to in order to ensure that the garden and policies across the Property are managed and maintained as an internationally recognised garden of outstanding horticultural importance.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

The Key Purposes of the job will be met by:

1. Undertaking practical maintenance of the garden and wider estate (e.g. managing trees and shrubs, herbaceous plants, and turf care; pest/disease/weed control; composting and soil improvement; hard-landscaping; path care; waste management) to the required standards expected by the Trust and for the maximum safety of, and enjoyment by visitors;
2. Fostering positive relationships promote the work of the Trust.
3. On occasion, 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. Demonstrating self motivation, organizing, planning, and the ability to prioritise along with good time management;
5. 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.
6. Ensuring compliance with the Trust's health, safety, and environment policies and procedures.

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

The below 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

- An interest in gardening and the outdoor environment and a willingness to learn about the care and husbandry of our historic gardens and designed landscapes.
- Some 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 also 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

- Some basic IT skills sufficient for use of the internet/intranet, assisting volunteers, on-line learning etc.
- Experience of working with the public in some capacity
- Experience of working in a mixed-team that includes short-term/seasonal staff and/or volunteers

DIMENSIONS AND SCOPE OF JOB

People Management

- ♦ Occasional supervision of volunteers/apprentices or other work parties.
- ♦ Works closely with other members of the Culzean Castle, Garden and Country Park team.
- ♦ Regular interaction with members of the public of all ages and abilities.
- ♦ Occasional working with external contractors.

Finance Management

- ♦ Not a budget-holder, but will be expected to take responsibility for the careful and effective management of Trust tools, materials, equipment and resources.

Tools/equipment

- ♦ Will be required to be a user of driven vehicles such as ride-on mowers;
- ♦ 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, shears, and secateurs.
- ♦ Occasional user of IT to assist with maintenance of records.

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 11th October 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 - Culzean"