NATIONAL TRUST *for* SCOTLAND

Job Description Nov 2026

Role: Gardener	**Region:** South & West
Reports to: Head Gardener	**Pay Band:** Grade 2 – £28,562 pro-rata, per annum
Location: Glasgow Cluster	**Type of Contract:** Permanent - 40 hours per week
Cost Centre: 3GRE	**Activity Code:** GAZ
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 on 5 days out of 7 days and at times to suit the needs of the job (this will include regular weekend duties on a rota basis).	

KEY PURPOSE

To ensure that the garden's and related policies of the Glasgow cluster (Greenbank Holmwood and Wester kittochside) are managed and maintained as a nationally recognized gardens of outstanding historical and horticultural importance; contributing to the property's overall conservation and development, and its enjoyment by visitors and supporters.

The role of 'Gardener' as a key member of the Glasgow team will be heavily involved in the care and maintenance of the garden and wider designed landscape, with future projects aimed at creating gardens of international significance. Hence this post will be vital to realize this ambition of gardens as a top visitor attraction's.

CONTEXT

Greenbank

Originally utilised as a Garden Advice Centre, Greenbank Garden is now managed as a garden to enthuse and inspire gardeners and non-gardeners alike whilst also performing a regionally significant function testing the suitability of plants for the Scottish climate. Greenbank Garden is compartmentalised on a domestic scale which allows the Trust to show the public how readily available plants can be used in their gardens. This is not a garden showing rare or expensive plants beyond the realms of the general public. It is a garden of relevance to all with an interest in horticulture regardless of budget, experience or size of garden.

That is not to say Greenbank Garden does not have plants of significance. It has nationally significant collections of Bergenias and Narcissi. The plant collection as a whole is also of regional significance due to its diversity. The plant collection is also very well catalogued and this adds further to its significance.

The Garden contains a number of features of note which add to the beauty and interest of the garden. The water statue 'Foam' was gifted to the Trust in 1983 by Charles D'Orville Pilkington Jackson. It was originally created for the Glasgow Empire Exhibition in 1938. Today this water sprite statue is perhaps one of Greenbank's most treasured features. The sundial found in the garden is also of some local significance, and is thought to predate Greenbank House.

Holmwood

Holmwood Villa, built on a promontory, is surrounded by parkland style woodlands and a graveyard and was privately commissioned in 1857-8 by James Cooper. The Glasgow architect, Alexander Thomson, circa 1853 designed a 2-storey symmetrical semi-detached "parsonage style" double villa. The Villas survival has seen its significance rise and is now deemed an internationally important example of a Victorian neo-classical domestic villa. The Trust acquired the Villa in 1994.

The garden and wider landscape comprise of; Picturesque style mixed avenue of limes, birch and sycamore, parkland that has many mature trees (e.g. Lime, redwoods, pine, holly, yew) and grass meadow, 'Sunnyside' landscape, kitchen/vegetable garden and a car park. The car park is bordered by a boundary wall, mainly a coniferous line of trees and a local authority weld mesh fence mainly underplanted with self-seeded plants and intentionally planted shrubs e.g. Rhododendron sp. and Prunus sp. The car park and all paths throughout the landscape are of red granite stone chippings which give a consistent appearance. There are semi natural areas of vegetation along the perimeter of the landscape.

Wester Kittochside

This small garden comprises a small triangular veg garden that survives, having provided the household with fruit and vegetables for many years which we still grow veg into this day, and is maintained on a weekly basis

The most designed aspects of the landscape are a focused around the house and they are named; 'Ornamental Garden or Front Lawn', 'East Gable Shrubbery', 'Woodland Garden' and 'Kitchen Garden'. The Reid family worked Wester Kittochside from at least 1567 until the early 1970s.

KEY RESPONSIBILITIES

The Key Purposes of the job will be met by:

1. Undertaking practical maintenance of the gardens (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;
2. Demonstrating: self-motivation, organization, planning, prioritization, good time management and attention to detail;
3. supervising and working with volunteers, students and/or staff members to ensure they deliver required outputs at the appropriate standard, and gain benefit/satisfaction from their activities;

4. Undertaking other reasonable duties may, from time to time, be required to ensure the smooth running of the property;
5. Ensuring compliance with the Trust's health, safety, and environment policies and procedures.
6. Fostering positive relationships with local communities and organizations and promote the work of the Trust.

SCOPE OF JOB

People Management

- Not a line manager but will, on occasion, supervise volunteers and students under instructions from the Head Gardner.
- 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 South and West)
- 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 mower etc;
- Will be a frequent user of powered tools such as Blowers, mowers, strimmer's, hedge-cutters;
- Will be a frequent user of hand-tools such as spades, forks, trowels, rakes, hoes, shears, and secateurs.

REQUIRED SKILLS, EXPERIENCE & KNOWLEDGE

The above 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

- A college Diploma in Horticulture or demonstrable equivalent knowledge;
- Practical experience in general amenity gardening ideally in a garden open to the public.
- Demonstrable skills in plant husbandry, particularly 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
- 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

- Competent IT skills sufficient for maintaining plant records, use of the internet/intranet, assisting volunteers, on-line learning etc.
- Skills in arboricultural techniques, basic chain-saw certificates – CS30 & CS31, or willingness to be trained in the basic use of chainsaws and to exercise that training.
- Experience of working in a mixed-team that includes short-term/seasonal staff and/or volunteers.
- PA1 and PA6 spraying certificates, or willingness to be trained in the use of pesticides and to exercise that training.
- Lantra BTI (basic tree inspector) qualification
- Familiar use of a plant database system

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.

Applications

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 6th December 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 - Glasgow"