Job Description Nov 2026

Role: Shelterbelt Restoration Gardener	**Region / Department:** Highlands and Islands
Reports to: Head Gardener	**Pay Band/Starting Salary:** G2 £28,562 PER ANNUM
Location: Inverewe Garden, Poolewe, Achnasheeen, Ross-shire, IV22 2LG	**Type of Contract:** Permanent, full-time. **Core hours:** 40 hours per week.
Terms and conditions *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. Accommodation may be available if required.*	

KEY PURPOSE

Under the Supervision of the First gardener (Woodland), undertake practical woodland management and restoration to support the conservation, regeneration and long-term resilience of Inverewe's historic shelterbelt.

The shelterbelt provides the sheltered microclimate essential to the survival of Inverewe's internationally significant plant collections. This hands-on role focuses on invasive species control, tree establishment, woodland regeneration, storm damage clearance and sustainable woodland management, while supporting the wider woodland garden team when required.

CONTEXT

Inverewe is an internationally important garden, created by Osgood Mackenzie in the late nineteenth century and in the care of the National Trust for Scotland since 1952.

Its shelterbelt, predominantly Scots pine with other coniferous and broadleaved trees, protects the garden's significant collections of rhododendrons, ornamental trees and other exotic plants from the exposed coastal environment.

The ongoing restoration programme aims to control invasive species, encourage woodland regeneration and secure future generations of trees, using continuous-cover forestry principles where appropriate.

The post holder works under the day-to-day supervision of the First Gardener (Woodland), contributing to the delivery of the Garden Heritage Plan.

KEY RESPONSIBILITIES

The Key Purposes of the job will be met by:

- Undertake practical shelterbelt restoration, including invasive non-native species control, particularly *Rhododendron ponticum* and Griselinia.
- Carry out tree planting, establishment, aftercare, selective thinning, felling and woodland regeneration in accordance with agreed work programmes.
- Undertake appropriate clearance of fallen, windblown and storm-damaged trees, within the post holder's qualifications and competence.
- Monitor and record restoration progress, tree establishment and invasive species control.
- Maintain woodland access routes, drainage and associated infrastructure, contributing to the long-term protection of the shelterbelt.
- Process shelterbelt and woodland material through chipping, shredding, composting and biochar production, including operation of the Exeter Retort following appropriate training
- Support the woodland garden team with horticultural maintenance as directed by the First Gardener (Woodland).

Health, Safety and Teamwork

- Work in accordance with Trust health, safety and environmental procedures, including appropriate risk assessments and safe systems of work.
- Safely operate and maintain, tractors, trailers, ATV's, woodchipper, chainsaws and other woodland equipment.
- Participate in tree climbing and aerial rescue operations, and assist with storm recovery and the safe reopening of affected garden areas, within the limits of qualifications and competence.
- Identify and report tree hazards, equipment defects and other safety concerns.
- Work collaboratively with garden colleagues and assist with supervising volunteers and trainees when required.
- Engage positively with visitors and contribute to educational or community activities where appropriate.

SCOPE OF JOB

People Management

- No formal line management responsibility. Works under the First Gardener (Woodland) and may supervise volunteers or trainees as directed.
- Will work closely with property colleagues and may have some interaction with external contractors and other technical/specialist advisory colleagues based in other locations and departments.
- Will have regular interaction with members of the public of all ages and abilities.

Finance Management

- Not a budget holder but responsible for the effective use of allocated tools, equipment, materials and other Trust resources.

Tools/equipment

- Will be a frequent user of driven vehicles such as tractors and Trailers and ATV's

- Will be a frequent user of powered tools such as chainsaws, winches, Chipper/shredders
- Will be a frequent user of the Exeter Retort to create an environmentally sustainable and beneficial product that has a commercial value, Biochar.
- Will be a frequent user of hand-tools such as spades, forks, trowels, rakes, lopper, shears, and secateurs.

REQUIRED SKILLS, EXPERIENCE & KNOWLEDGE

Essential

- Level 2 qualification in Arboricultural, forestry or woodland management, and equivalent demonstrable technical knowledge and practical experience
- NPTC 201, 202, 203 City & Guilds level 2 Award in Ground Based Chainsaw operations.
- NPTC 206 306 City & Guilds Level 2 Award Tree Climbing and Rescue
- Experience operating tractors, trailers, and Woodchipper, or willingness to be trained in the use of such equipment.
- Sound understanding 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
- Ability to undertake physically demanding outdoor work, both independently and as part of a team.
- Ability to maintain accurate records of your activities and observations.
- Capable of working effectively within a team environment, but equally able to work unsupervised.
- Good organisational and time-management skills – including the ability to prioritise work where necessary.
- Driving Licence, valid for driving within the UK

Desirable

- Previous experience of similar work within a woodland/forestry operation
- RHS Level 2 qualification in amenity horticulture or equivalent practical horticultural experience
- PA1 and PA6 pesticide application qualifications.
- Experience operating ATVs, winches and other specialist woodland equipment.
- Competent user of Microsoft Office.
- Capable of living and working in a relatively remote environment with little public transport.
- Practical land management and control of invasive plant species.

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.

Other Information

The job involves considerable outdoor physical activity in all weathers.

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 9th January 2027

- 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 - " Shelterbelt Restoration Gardener - Inverewe"
- Interview dates will be week commencing 8th February 2027