

Role: Assistant Head Gardener	Region / Department: South & West
Reports to: Head Gardener	Pay Band/Starting Salary: Grade 3 upper £28,530 - £31,519 pro-rata, per annum
Location: Crarae Garden	Type of Contract: Permanent / full-time (40 Hours per week)
Cost Centre: 3CRE	Activity Code: GAZ
Terms and conditions <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 on 5 days out of 7 and at times to suit the needs of the job (this will include regular weekend duties on a rota basis).</i>	

KEY PURPOSE

Crarae is looking for a capable, motivated, and knowledgeable Assistant Head Gardener to help lead its small, dedicated team of gardeners and volunteers in an exciting period of redevelopment and restoration for this garden and important plant collection.

This is a particularly important and exciting period for the property as we look to both conserve and develop the garden and its plant collection further over the coming years, with a key aim being to make the garden and infrastructure more resilient to a changing climate. The team are seeking a suitably skilled and motivated individual to join us on that journey. Working closely with the Head Gardener and the property team the post holder will play a key role in moving the gardens forward.

CONTEXT

The whole of the landscape is loosely divided into the garden, forest garden & waterfall. Lady Campbell, aunt of the famous plant hunter Reginald Farrer, began the development of the garden from woodland in 1912. The plant collection was developed greatly during the subsequent years before Sir Islay Campbell inherited the garden and in 1978 gave the garden to the Crarae Garden Charitable Trust. The NTS took over ownership of the garden in 2002.

Crarae Garden is a hillside, gorge and burn surrounded by woodlands comprising of tree and shrub collections which are rich and diverse, primarily planted to create a naturalistic and artistic effect. The plantings, generally, are in blocks which gives the garden its linkage to nature and provides a sense of drama. The lower garden, a formal component, continues with trees, shrubs and herbaceous plantings however this area is more notable for its significant aspect of archaeology seen in a Neolithic burial chamber and cairn. The trees within the plant collection mainly comprise of excellent examples of the genera Rhododendron, Eucalyptus, Nothofagus, Acer and Eucryphia.

The surrounding views are perfectly borrowed from the adjacent & marine protected Loch Fyne and the importance and variety of the woody plant collection offers the unique selling point for the visitor.

The biggest challenge to the long-term sustainability for this collection is that many of the plants are overgrown and in some places over mature, there is a need to conserve the plantings through a careful mixture of propagation and renovation pruning to bring the landscape and features back into the garden. Following on from several recent

storm surges, there is significant erosion throughout the landscape and burn edges, this will create challenges in managing Crarae in the future but also provide new opportunities to move the visitor journey away from the burn itself to safeguard the garden for future generations to enjoy.

KEY RESPONSIBILITIES

The Key Purposes of the job will be met by:

1. Ensuring the conservation and practical maintenance of the garden and policies – whether through delegation to other staff/volunteers, or personal participation - in terms of:
 - a. Practical horticulture (e.g. including managing trees and shrubs, herbaceous, pond plants and bulbs; turf care; pest/disease/weed control; composting and soil improvement; hard-landscaping and path care; soft landscaping and planting preparation; glasshouse care and plant propagation).
 - b. Garden Restoration/ Development (e.g. planting and establishing newly introduced trees, shrubs and herbaceous; contributing to planning and design of new plantings and hard landscaping; use of chainsaw to process logs, stumps and brush for replanting).
 - c. Plantsmanship (e.g. the identification, knowledge and understanding of this high calibre plant collection, including recording [using Iris database], and labelling of individual plants and recognized collections).
 - d. Interpretation (e.g. through the development and delivery of events such as introductory talks, presentations, guided tours or practical demonstrations and workshops, garden trails, digital media and contribution to guide-books or leaflets) to include the impact of various forms of *Phytophthora and plant disease* at the property.
2. Ensuring an appropriate management regime of the garden and policies that includes the management of:
 - a. Staff, Apprentice and volunteers (e.g. assisting the Head Gardener in recruitment, induction, direction, development, performance management) such that they are fully equipped, organised and motivated to undertake their duties to the required Trust standards.
 - b. Health, safety and the environment in line with stated Trust policies and approaches to ensure the health and welfare of staff/volunteers.
 - c. Machinery and equipment (e.g. ensuring timely and appropriate repairs, purchases and servicing) and its use (e.g. training, risk assessments and HAVS logs).
 - d. Recognition of the Trust's Environmental Policy with respect to sustainable gardening activities, including energy, water, peat & pesticide-use.
 - e. Customer service and care from garden staff/volunteers, and in the broader sense of facilities and "visiting experience", to ensure that the properties' reputation for excellence is maintained and enhanced.
 - f. Administration to enable gardening activities to be undertaken and recorded efficiently.
3. Supporting the Head Gardener, Operations Manager & Visitor Services Manager strategically and practically with the operation of the property.

SCOPE OF JOB

People Management

- Is not a Line Manager but will be responsible for day-to-day supervision of gardening staff and volunteers. May also be required to supervise students / apprentices.
- The team at Crarae Garden consists of Head Gardener, First Gardener, Gardener and seasonal Groundsperson. You will be responsible for direct supervision of the Gardener and the seasonal Grounsperson that may be appointed. You will lead and work with the following:
 - ♦ Garden volunteers
 - ♦ Contractors
 - ♦ Suppliers

- ♦ Will be supported by Head Gardener.
- ♦ Will have regular (daily) interaction with members of the public of all ages and abilities.

Finance Management

- ♦ Is not a budget-holder.
- ♦ Will regularly use computerised finance system for the raising of purchase orders, for the supply of goods and service.

Tools/equipment

- ♦ Will be a frequent user of driven vehicles such as tractors (including trailers and other attachments).
- ♦ Will be a frequent user of powered tools such as mowers, chainsaws, strimmers, hedge-cutters, etc.
- ♦ Will be a frequent user of hand-tools such as spades, forks, trowels, rakes, hoes, shears, and secateurs.
- ♦ Will be a frequent user of IT equipment.

REQUIRED QUALIFICATIONS, 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

- An HND/HNC level qualification in amenity horticulture or related subjects (equivalent to NVQ/SVQ level 3), supported by qualifications and experience demonstrating practical horticultural knowledge (eg & Guilds Level 2/SVQ Level 1&2). Or demonstrably significant and high quality directly relevant experience.
- Substantial relevant practical experience in general amenity – and heritage gardening.
- Sound demonstrable plantsmanship, including propagation skills and experience.
- Sound knowledge of basic tool and machinery use and maintenance.
- Skills in arboricultural techniques, as a minimum basic chain-saw certificates (or willingness to train and use).
- Sound practical knowledge of Health and Safety processes and procedures and the ability to work effectively within these processes.
- Driving Licence, valid for driving within the UK.
- Excellent interpersonal and communication skills; confident in interacting and dealing with a wide range of people; and able to represent the Trust
- Competency and self-sufficiency in use of IT (email, internet, word-processing, spreadsheets, databases).
- 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

- Supervisory experience.

- Experience of working in a mixed-team that includes volunteers.
- An appreciation of Scottish garden history in a general context.
- Current First Aid certification (or willingness to train and use).
- Tractor driving training and certification – including use of trailers (or willingness to train and use).

The Key Responsibilities, Scope of Job, and Required Qualifications, 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 10th November 2024

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 - Culzean"