

Role: Gardener	Region / Department: South & West
Reports to: Head of Gardens and Grounds, Culzean Castle	Pay Band: Grade 2 Upper - £26,757 - £28,252 pro-rata, per annum
Location: Culzean Castle and Country Park, Maybole, South Ayrshire, KA19 8LE	Type of Contract: Permanent, full-time, 40 hours a 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

To ensure that the garden, grounds and related policies of Culzean Castle are managed and maintained as a nationally recognised garden 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 Culzean team will be heavily involved in the development plans of the garden and wider designed landscape.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

The Key Purposes of the job will be met by:

1. Undertaking practical maintenance of the garden (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. Fostering positive relationships with local communities and organisations and promote the work of the Trust.
3. On occasion, supervising and 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, organising, planning, and prioritising and 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

Essential

- A Horticultural qualification at RHS level 2 or equivalent, showing demonstrable Horticultural knowledge.
- Practical experience in general amenity gardening.
- Demonstrable skills in plant husbandry, particularly trees, shrubs, herbaceous plants, turf culture, growing vegetables and pruning.
- Sound demonstrable plant knowledge and identification skills.
- PA1 and PA6 spraying certificates, or willingness to be trained in the use of pesticides and to exercise that training.
- 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 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 arboriculture techniques, basic chain-saw certificates – CS30 & CS31, or willingness to be trained in the basic use of chainsaws and to exercise that training.
- Previous experience working in a garden open to the public.
- Experience of working in a mixed team that includes short-term/seasonal staff and/or volunteers.

DIMENSIONS AND 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, strimmer's, hedge-cutters.
- ♦ Will be a frequent user of hand-tools such as spades, forks, trowels, rakes, hoes, shears, and secateurs.
- ♦ Will be required to wear NTS staff uniform, and recognise the role involves representing the NTS when meeting and dealing with members of the public as part of day-to-day work.

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.

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 April 2025.

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"

