



Job Description – Gardener

Reports to: Head Gardener

English Heritage cares for over 400 historic monuments, buildings and places. Through these, we bring the story of England to life for over 10 million visitors each year.

No matter what you do or where you do it, by joining us you'll be playing a vital role in looking after some of the greatest places in England so that they can be enjoyed today and for generations to come. You'll find it's a workplace like no other – taking you behind the scenes of these extraordinary sites and supporting you to share your ideas, inspire others and make a difference.

What you'll achieve with us

As a Gardener with English Heritage you'll:

1. Help to provide efficient, high-quality, skilled maintenance for our gardens. Depending on your location, you may also be looking after parklands or woodlands.
2. Play an active role in the horticultural team, helping the senior garden staff to supervise and train trainees, modern apprentices and volunteers.
3. Ensure the best possible visitor experience by maintaining excellent standards of presentation of the historic 'green' environment.
4. Develop and broaden your horticultural knowledge and plantsmanship skills through hands-on gardening and expert guidance.

What you'll be doing as part of the team

1. Supported by your line manager and guiding others in your team, you'll deliver excellent standards of garden maintenance and presentation through:
 - Seasonal maintenance of flowers, shrubs, walled gardens, woodland gardens and parks, with specialised historic and botanic plant collections, including trees, hedges, shrubs, roses, wall trained fruit trees, climbers, herbaceous plants and annuals.
 - Non-specialist propagation and plant production and maintenance under glass.
 - Formative, seasonal and rejuvenative pruning of deciduous and evergreen trees, shrubs, climbers and hedges.



- Use of garden machinery as necessary including mowers, strimmers, tractor and trailers, shredders, scarifiers and other machinery and hired plant.
 - Machine maintenance.
 - Specialist turf maintenance.
 - The appropriate, timely and safe use of pesticides, as directed.
 - Optimum use of composting systems.
 - Maintenance of paths, gates and other hard landscaping.
2. Training gardeners and supervising volunteers
- As directed by the Head Gardener, you'll pass on your craft skills to trainee gardeners, modern apprentices and volunteers.
3. Growing and sharing your knowledge by:
- becoming broadly familiar with the majority of plants within the garden, and to be completely familiar with those in any areas for which you're responsible.
 - developing an understanding of the garden's history and using it to encourage our visitor's interest in the garden.
4. Encouraging the diversity of wildlife within the garden.
- In line with our management plan, you'll take appropriate opportunities to understand and encourage wildlife diversity in order to give our wild flora and fauna the best care possible.
5. Ensuring the gardening team of staff and volunteers operates with maximum efficiency.
- Occasionally we'll need you to help with horticultural operations or events that are happening at weekends. These run on a rota basis and you'll get time off in lieu for this.
 - Assist in the accurate recording and labelling of the plant collection.
 - Carry out other similar tasks and development horticultural works as required by line management.
 - Undertake day to day record keeping and administration, as directed by the Head Gardener, Garden Supervisor or Senior Gardener.



ENGLISH
HERITAGE

Occasionally we may need to review a job description to incorporate any changes or other duties needed for the role as identified by the line manager.

We're also committed to providing equality of opportunity so if you have a disability, we would be happy to discuss reasonable adjustments to the job with you.



Who We're Looking For

Essential Experience

An enthusiasm for gardening, with basic gardening skills and horticultural knowledge

Basic craft gardener skills to undertake seasonal maintenance work of a garden with specialist historic and botanic plant collections

Familiarity with the cultivation of a broad range of trees, shrubs, bulbs, glasshouse, annual and herbaceous plants and with their associated craft skills

Capable of undertaking all aspects of horticultural work and the physical challenges of the post

We'd also like to see:

Appreciation and understanding of the importance of the historic environment and knowledge of British garden history

Proven practical experience working in amenity horticulture

Proven experience of the cyclical maintenance of a high quality plantsman's garden open to the public

Essential Skills / Knowledge / Qualifications

NVQ Level 2 in amenity horticulture or equivalent

Ability to use and demonstrate all necessary horticultural craft skills and operate machinery to the highest standards

To have an understanding of all current health and safety legislation

We'd also like to see:

Be familiar with the optimum use of composting systems

Knowledge and experience of machine operation and basic machine maintenance

Ability to identify and treat appropriately the full range of horticultural pests and diseases

NPTC spraying certificates PA1 and PA6

Certificates in machinery use

Current driving license



| Essential Behaviours | We'd also like to see: |
|---|---|
| <p>Ability to communicate easily and efficiently with staff, volunteers and the general public</p> <p>Good oral communication skills</p> <p>Ability to work efficiently, alone and in a team within the horticultural discipline with a degree of independence</p> <p>Pro-active – ability to act on own initiative</p> | <p>Ability to support senior staff in the absence of the Head Gardener and provide basic supervision and training of trainees, modern apprentices, and volunteers</p> |
| Additional Circumstance to Consider | |
| <p>Willing and able to work weekends as part of the general working week if required.</p> | |

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