

Person Specification

Role title: Assistant Gardener

Responsibilities: You will assist with the day to day maintenance and development of the garden, taking delegated responsibility for aspects of the work. You will help to ensure the highest standards of conservation, horticulture and visitor experience.

Reports to: Head Gardener, Assistant Head Gardener.

Evidence sources *AF* = application form | *IV* = interview | *Test* = test | *Ref* = references

Section	Criteria	Essential	Desirable	Source
Personal Attributes, Education, vocational training and qualifications	NVQ 1-2 Amenity horticulture or basic knowledge and skills.	√		AF, IV
	RHS Level 2 or equivalent.		√	AF, IV
	Full driving license (Plus, any other appropriate vehicle licences).		√	AF
Experience	Confidence to participate in visitor-facing garden activities and events.		√	AF, IV, Ref
	Good knowledge of plants, husbandry and horticulture techniques.	√		AF, IV
	Excellent communicator with a passion to inspire others.		√	AF, IV, Ref
	A willingness to use a wide range of tools and machinery under the compliance requirements.	√		AF, IV
Technical skills and abilities	A good level of physical fitness.	√		AF, IV
	Comfortable with heights, including climbing ladders.	√		AF, IV

Section	Criteria	Essential	Desirable	Source
	Ability to work outdoors in all weathers.	√		AF, IV
	Ability to lift and carry tools and machinery and be sensible enough to ask for assistance when required.	√		IV
	Familiarity with machinery/ equipment and practical certificates as required. Competence with machinery/equipment use and maintenance as required for Health and Safety compliance.		√	AF, IV
Interpersonal skills and other characteristics (Company's Values)	Honest	√		IV, Ref
	Considerate	√		IV, Ref
	Responsible	√		IV, Ref
	Resourceful	√		IV, Ref
	Energetic	√		IV, Ref