



## **JOB DESCRIPTION**

### **GARDENER**

Holker Hall is one of the best-loved stately homes in the UK. Situated on the edge of Morecambe Bay, the Hall and Gardens are set in beautiful parkland which is framed by the Lakeland fells. Visitors are attracted to Holker by its fascinating history and the 25 acres of immaculately kept gardens.

The Cavendish family are renowned for their plantspersonship and continue to be experimental and adventurous in the design and evolution of their very personal gardens.

Holker Gardens offer the scope to care for formal herbaceous plantings, topiary and box hedging, lawns and a unique collection of shrubs, trees and planters. Other areas include woodlands, a flower meadow, and glasshouses.

**Job Title:** Gardener

**Job Requirements:**

- Flexible approach to hours worked and duties undertaken.
- Ability to work on your own and with the rest of the garden team.
- Honesty and a high level of integrity.
- Enthusiasm and capacity for hard work.
- Attention to detail and a high degree of security awareness.
- Responsible, safe and competent use of machinery and equipment.
- High standard of appearance and sense of tidiness.
- High degree of health and safety awareness.
- Deliver the highest level of gardens maintenance, development and presentation.
- Discretion, politeness, helpfulness and respect.

**Reports to:** Glyn Sherratt – Head Gardener

**Responsible for:** Occasional supervision of trainees and volunteers.

**Liaising with:** Other relevant managers and staff.

**Role Overview and Key Duties:**

Under the supervision of the Head Gardener you will be expected to:

- Undertake the day to day maintenance of the gardens; herbaceous borders, lawns and turf, hedges, trees and shrubs, glasshouses, and nursery stock.
- Carry out essential tasks to ensure the gardens are well presented including: pruning, weeding, planting, mulching, watering, dead-heading, staking and tying-in.

- Use a variety of horticultural machinery and tools to complete tasks, including; compact tractors, ride-on and pedestrian mowers, rotavator and brush-cutters. Ensuring that they are maintained to a high standard.
- Work in a methodical, professional manner, ensuring tasks are completed in the most efficient way.
- Ensure that the highest level of Health & Safety standards are met at all times, taking responsibility for yourself, your colleagues and visitors.
- Deliver excellent customer care throughout the garden by demonstrating awareness and knowledge of its plant collections and history.
- Carry out chemical applications to control weeds, pests and diseases.
- Assist with the day to day care of the of the garden poultry.
- Use resources responsibly to ensure the waste is kept to an absolute minimum.
- Contribute ideas to develop the gardens and solutions to problems that occur.
- Have a desire to develop as a gardener and improve your knowledge and abilities.

**Personal Specification (Knowledge, Skills & Experience):**

**1. Education and Qualifications:**

- **Essential**
  - Minimum RHS Level 3 (or equivalent) or comparable proven practical experience.
  - A working level of literacy and numeracy.
  - PA1/PA6a spraying certificate.
  - A full driving licence (clean).
- **Desirable**
  - First Aid qualification.

**2. Knowledge and Experience:**

- **Essential**
  - Proven practical horticultural experience in similar park, private or public garden or estate.
  - Good working plant knowledge and a desire to develop it further.
  - Experience in the use of horticultural machinery and compact tractors.
  - Experience of dealing with the public and understands the importance of engaging visitors.
- **Desirable**
  - Experience of supervising trainees and volunteers.
  - Plant propagation and nursery work.

**3. Skills and Abilities:**

- **Essential**
  - A high level of horticultural skill and experienced in a wide variety of gardening techniques.
  - Have a good level of fitness.
  - Good communication skills.
  - Good at working in a team, while also being happy with solitary work.
  - Ability to work at heights, from ladders and platforms.
- **Desirable**
  - Being able to deliver talks and demonstrations.

**4. Personal Qualities:**

- **Essential**
  - A positive attitude which is solution focused.

- Act with discretion and respect the privacy of the Family at all times.
- Honesty and a high level of integrity.
- Use initiative where necessary to ensure that tasks are carried out as efficiently as possible.
- A desire to improve and develop as a gardener.

**Hours of Work:** 40 hours per week as part of a rota (Either, Tues-Sat or Sun-Thurs) 8am to 5pm each day.

**Salary & Benefits:** Circa £20,375 pa Group Personal Pension Scheme.  
(Salary review in progress, outcome to be implemented on the 1st April 2022)

HR/GS/  
Jan 2022