

Job Description



Job Title: School and Estate Gardener

Accountable to: Park and Gardens Manager

Accountable for: Volunteers.

The successful applicant will be involved in the maintenance and ongoing development of all the ornamental and historic garden areas around Gattton Park and the Royal Alexandra and Albert School, to ensure that they are kept to a high standard. The successful candidate will work alongside The Gattton Trust team and be involved in their activities which will require some flexible working hours. The work will vary in location around the estate and involve leading volunteer teams carrying out gardening work.

KEY RESULT AREAS:

The post holder shall:

School and Parkland Gardens

- Assist in the overall management of the school grounds under the direction of the Park and Gardens Manager to meet the wider objectives of the School.
- Ensure all practical work is carried out to the highest standards. This will include (but is not limited to) weeding, pruning, planting, grass cutting, strimming, hedge cutting, leaf clearance and fencing.
- Be responsible for the safe operation, maintenance and record keeping of horticultural equipment.
- Lead volunteer gardening teams and be happy to occasionally cover for other members of staff leading park teams.
- Work with Park and Gardens Manager to plan priorities for the gardens to compile short term work plans as well as long term goals.

Royal Alexandra & Albert School Gardening

- Assist the RAAS teaching staff and Park and Gardens Manager in the planning and running of occasional gardening-linked activities for pupils at the school.

Health and Safety

- Take reasonable care for the health and safety of yourself and of others.
- Ensure all aspects of Health and Safety are carried out to national regulations and standards and that RAAS policy on Health and Safety is fully implemented.
- Conduct workplace inspections, machinery inspections etc as required.
- Write and implement risk assessments and other safety works as directed by the Park and Gardens Manager.



Ambition



Courage



Integrity



Respect

General & Administration

- Be accountable for own development through the Performance and Development Review (appraisal) process seeking out opportunities to learn new skills. Undertake training courses, workshops etc as and when required.
- To be aware of and comply with policies and procedures relating to child protection, health, safety and security and confidentiality, reporting all concerns to an appropriate person;
- To contribute to the overall ethos and aims of the School

In addition, all employees are expected to work within the terms of their contract of employment and adhere to RAAS Foundation policies and the Required Ways of Working.

DIMENSIONS OF THE ROLE:

Gatton Park Internal Contacts

- *Park and Gardens Manager, Gatton Trust Chief Executive, RAAS Bursar, Estate Bursar, Park Warden, RAAS Headmaster, RAAS Maintenance Manager.*

External Contacts

- *Grounds maintenance contractors*

KNOWLEDGE, SKILLS AND EXPERIENCE:

Knowledge

Essential:

- A passion for gardening and the landscape
- Motivation to work towards the goals of the RAAS Foundation and Gatton Trust
- Full driving Licence
- Practical qualifications/experience with lawnmowers, brushcutters, hedge cutters, and leaf blowers

Desirable:

- Sound horticultural knowledge demonstrated by relevant horticultural qualification or gardening experience
- Tractor Driving and use of tractor implements
- Herbicide application Pa1, Pa6a
- Practical qualifications in Chainsaw use
- HSE approved First Aid qualification

Skills

Essential:

- Physically fit to carry out gardening work
- Strong communication and interpersonal skills
- Ability to work on own or as part of a team
- A well organised and methodical approach



Ambition



Courage



Integrity



Respect

Experience

Essential:

- Experience of practical horticulture ideally in a similar setting

Desirable:

- Experience of working in a school environment
- Experience of organising and implementing work plans

The Royal Alexandra and Albert School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to the post if successful, including an Enhanced DBS check. Staff must be aware of and comply with policies and procedures relating to child protection, health and safety regulations, security and confidentiality, reporting all concerns as appropriate. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.



Ambition



Courage



Integrity



Respect