

Job Description: Gardener, Scone Palace

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| Job Title: | Gardener | Responsible to: | Head Gardener |
| Main purpose of job: | To undertake and assist in the provision of excellent standards of garden and grounds maintenance and presentation as directed by the Head Gardener. | | |
| Main responsibilities include : | | | |
| <ul style="list-style-type: none"> • Carry out seasonal maintenance of flower, shrub, vegetable gardens and lawns, including trees, hedges, shrubs, roses, climbers, herbaceous plants and annuals. • Carry out formative, seasonal and rejuvenating pruning of deciduous and evergreen trees, shrubs, climbers and hedges. • Ensure the cleanliness of the propagation areas, greenhouses and cold frames. Cleaning and watering/damping down as required. • Propagating plants from seed and vegetative means, pricking out and potting on stock as required. • Use of garden machinery as necessary including mowers, strimmers, mini tractor and trailers, scarifiers, and other machinery and hired plant. Not to use any such equipment unless trained in its use and to be aware of the contents of the Manufacturers Users Manual paying particular notice of safety and maintenance notices. Report immediately any faults with such equipment to the Head Gardener • Machine maintenance under supervision. • Specialist turf maintenance. • The appropriate, timely and safe use of pesticides, as directed under suitably qualified supervision and if appropriate, subject to you holding valid certification. • Optimum use of composting systems. • Maintenance of paths, walls, gates and other hard landscaping. • Provide assistance to the other garden staff and estate staff as required, with guidance from the Head Gardener. • To work with and assist our team of Garden Volunteers; horticultural students or any other groups or persons working alongside the Gardening team. • To maintain a safe and tidy work area. When working with equipment to be aware of other members of staff and visitors. • Help set up the Palace and Grounds for functions and events as required. • To have an understanding of all current Health and Safety legislation. To use the correct PPE. To use tools and equipment only for the purpose for which they were designed and report any Health and Safety Issues immediately to the Head Gardener. • Any other reasonable duties as directed by the Head Gardener. | | | |

This job description is a guide to the nature of the work required it is not wholly comprehensive or restrictive.

February 2019



THE CROWNING PLACE OF
SCOTTISH KINGS

Person Specification: Gardener, Scone Palace

| FACTOR | ESSENTIAL (E) Or DESIRABLE (D) | ASSESSMENT METHOD |
|---|---------------------------------------|--|
| <p>QUALIFICATIONS</p> <p>SVQ Level 2 in Horticulture or equivalent Driving licence PA1 & PA6 chemical spray certificates Chainsaw certificate Tractor driving certificate</p> | <p>E E D D D</p> | <p>A/I A/I A/I A/I A/I</p> |
| <p>EXPERIENCE</p> <p>Experience in a similar role</p> | <p>E</p> | <p>A/I</p> |
| <p>SKILLS AND ABILITIES</p> <p>Ability to follow instructions and procedures without constant supervision. Ability to work independently & use initiative Work in a systematic and orderly manner Ability to engage with a diverse range of colleagues & visitors</p> | <p>E E E E</p> | <p>I/R I/R I/R I/R</p> |
| <p>PERSONAL QUALITIES</p> <p>Team player Flexibility Attention to detail</p> | <p>E E E</p> | <p>I/R I I/R</p> |
| <p>MOTIVATION</p> <p>Proactive approach to work Reliable and keeps good time Demonstrates drive</p> | <p>E E D</p> | <p>I/R I/R I</p> |

Assessment Method: A - Application Form; I - Interview; T - Test/Exercise; R - References