



JOB DESCRIPTION

Position:	Senior Gardener
Reports to:	Head Gardener
Salary:	Dependent on Experience + 3 bedroom cottage on the estate
Location:	Highgrove Gardens, Doughton, Tetbury, GL8 8TN

The King's Foundation

The King's Foundation is a charity founded by King Charles III and was first formed in 1990. Inspired by the vision and values of His Majesty, the Foundation focuses on creating better communities where people, places and the planet can coexist in harmony.

The charity offers education courses for over 15,000 students annually, health and wellbeing programmes for nearly 2,000 people every year, and spearheads placemaking and regeneration projects in the UK and overseas to revitalise communities and historic buildings.

The King's Foundation is headquartered at its flagship regeneration project, Dumfries House in Ayrshire, Scotland, and acts as custodian of other historic Royal sites including the Castle of Mey in Caithness, Scotland, and Highgrove Gardens in Gloucestershire, which are open to visitors. The Foundation also carries out its work at educational and cultural hubs in London, based at The King's Foundation School for Traditional Arts in Shoreditch, Trinity Buoy Wharf on the River Thames and the Garrison Chapel in Chelsea.

The work of The King's Foundation is underpinned by our Founder His Majesty The King's philosophy of harmony: that by understanding the balance, the order and the relationships between ourselves and the natural world we can create a more sustainable future. We have a diverse and inclusive workplace, creating a welcoming, safe space for everyone. This means that every member of our team can bring their whole self to work. We encourage qualified applicants from a wide range of backgrounds to apply to and join The King's Foundation and bring their valuable skills and experiences.

The Foundation is committed to the equal treatment of all current and prospective employees, including the provision of workplace adjustments. We do not tolerate discrimination based on protected characteristics (age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership) or other difference such as socio-economic background or social origin.

Highgrove Gardens

Highgrove Gardens is a highly renowned garden, described as one of the most inspiring and innovative gardens in the UK. Since 1980, the garden has been managed organically and includes a variety of garden features and areas, including a walled kitchen garden, a thyme walk, topiary and hedging, a terrace garden, a cottage garden, wildflower meadows, island beds, an arboretum, a woodland garden, and various water features.

The Role:

Working closely with the Head Gardener in leading, managing and developing a team of gardeners and trainees predominantly within the Ornamental area of the garden. To maintain and present the Garden and associated areas to the highest possible standards and deliver excellence in organic gardening both technically and aesthetically.

Key Tasks

Specific Duties will include:

- Carry out practical horticultural tasks such as; propagation, planting, border cultivation, mowing, hedge-cutting, weeding, mulching, etc. while ensuring organic and sustainability standards are met. Support the Head Gardener in the planning and implementation of workplans and projects, utilising resources and skills across the team.
- Manage, supervise and delegate tasks to gardeners, students and volunteers to ensure work plans are carried out effectively and high horticultural and presentation standards are met.
- Resolve day-to-day problems that arise relating to works undertaken, seeking advice or approval from the Head Gardener where necessary.
- Provide regular updates to the Head Gardener and assist in the production of garden management reports, particularly in relation to the Ornamental areas.
- Ordering plants, tools and garden based materials within budget and through approved suppliers.
- Input when requested into the annual revenue and garden project budgets.
- Ensure all aspects of Health and Safety legislation are being followed and are up to date. Report any accidents, near misses or dangerous occurrences as necessary. Provide input, when requested, into risk and COSHH assessments.
- Contribute to the preparation for events and tours ensuring the gardens are shown to their highest horticultural standards.
- Maintain electronic and manual garden records, including planting plans, plant lists and National Plant Collections.
- Ensure organic and sustainability standards are met and relevant organic theories are put into practice and maintain good links with Garden Organic and The Soil Association.
- Ensure the correct use, maintenance and storage of tools and machinery across the team.
- Partake in CPD opportunities to enhance your role.

Person Specification

The essential skills, knowledge and experience required are:

- Qualified to HND, NVQ Level 3 in Horticulture or equivalent level of vocational experience/training.



- Previous experience of the cyclical maintenance of a range of horticultural settings such as ornamental borders, meadow, arboretum and vegetable garden.
- Experience of managing people, with the ability to lead, train and motivate staff, trainees, work experience placements, and volunteers;
- Good organisational and forward planning skills;
- Full, manual driving licence
- Able to identify common garden plants, pests or diseases;
- Competent in the use and care for a wide range of machinery and equipment
- Understand current health and safety legislation
- Good oral and written communication skills
- Good organisational skills and the proven ability to prioritise own work;
- Ability to maintain confidentiality at all times and exercise discretion

Desirable Criteria

- Range of machinery certificates
- Experience of working to organic principles

Other:

- The post will be based at Highgrove Gardens, Doughton, Tetbury, GL8 8TN with the requirement to travel on occasion.
- Your working hours will be 40 hours per week plus extra weekend watering and operational duties that are required on a rota/seasonal basis.
- You must have the legal right to work in the UK.
- This job involves strenuous physical activity including soil cultivation, plant establishment, maintenance and the use of a range of powered machinery.
- Competitive salary, dependent on experience plus a 3 bedroom cottage included in the package.
- Hot lunch provided daily
- Certified training and development provided

Applications: Please submit a cover letter and CV (please note one A4 page maximum each for CV and letter) to Gordon Watson, email address: - hr.recruitment@kings-foundation.org and request an application form.

Closing date for applications: Thursday 20 March 2025