Job Description

Job title: **Mainland Gardener**

Department: Operations

Responsibilities: Manage, restore, develop and maintain Estate gardens and grounds, including those of a historic core asset, as well as car parks in Marazion.

Salary: £28,000 to £30,000 (depending on experience)

Reports to: Head Gardener

Principal purpose of role

Garden and grounds management

The Mainland Gardener will manage, restore, develop and maintain the gardens and grounds of Estate properties in Marazion, including those of a historical core asset on the mainland, on a day-to-day basis. They will play a key role in shaping and delivering the long-term vision for the site, creating and maintaining high-quality gardens while establishing, recruiting, training and supervising a volunteer gardening team.

The role requires a hands-on horticultural professional who can work independently, lead others effectively, maintain high standards of health and safety, and act as an ambassador for St Aubyn Estates.

Key Responsibilities

Garden Restoration and Development

- Lead the restoration, creation and ongoing maintenance of the gardens and grounds at the core asset.
- Develop and implement planting schemes in line with the vision and objectives of St Aubyn Estates.
- Carry out practical horticultural tasks including planting, pruning, propagation, weeding, lawn care and seasonal maintenance.
- Monitor plant health and identify pest, disease and maintenance issues.
- Contribute to the development of long-term management plans for the site.

- Promote biodiversity and sustainable gardening practices throughout the grounds.

Site Management

- Take responsibility for the day-to-day operation and presentation of the core asset garden site.
- Ensure all areas are maintained to a high standard.
- Manage and maintain horticultural equipment, tools and machinery.
- Organise work programmes and prioritise tasks to meet seasonal requirements.
- Maintain accurate records relating to maintenance activities, machinery inspections and volunteer attendance.
- Monitor site infrastructure and report maintenance requirements as appropriate.
- Maintain the grounds of Estate properties and car parks in Marazion to a high standard, as required.

Volunteer Management

- Assist with the establishment, recruit and development of a volunteer gardening group.
- Help to deliver inductions, training and ongoing support to volunteers.
- Organise volunteer activities and work schedules.
- Allocate tasks according to volunteers' abilities, experience and site requirements.
- Foster a positive, inclusive and rewarding volunteering environment.
- Encourage volunteer engagement and retention, building volunteer capacity over time.

Health and Safety

- Take responsibility for the health, safety and welfare of themselves, volunteers, contractors and visitors while on site.
- Undertake risk assessments and implement safe working practices.
- Ensure compliance with all relevant health and safety legislation, policies and procedures.
- Monitor the safe use, storage and maintenance of tools, equipment and machinery.

- Report accidents, incidents and near misses in accordance with company procedures.

Budget and Resources

- Assist with the procurement of plants, materials, tools and equipment within agreed budgets.
- Monitor stock levels and resource requirements.
- Support the cost-effective management of horticultural resources.

Communication and Engagement

- Maintain positive working relationships with colleagues, contractors, volunteers and visitors.
- Provide regular updates on garden development, volunteer activity and operational requirements.
- Represent St Aubyn Estates professionally at all times.
- Support wider Estate projects and events as required.

General Responsibilities

- Work in accordance with the values, policies and procedures of St Aubyn Estates.
- Undertake training and development activities relevant to the role.
- Demonstrate flexibility in working arrangements to meet operational needs.
- Undertake any other reasonable requested duties within your scope of practice.

PERSON SPECIFICATION

Essential

Experience and Knowledge

- Significant practical experience in horticulture, estate gardening, garden maintenance or restoration.
- Experience planning and organising horticultural work programmes.

- Experience supervising, mentoring or coordinating volunteers, staff or community groups.
- Knowledge of health and safety requirements within a horticultural environment.
- Understanding of sustainable gardening and environmental best practice.

Skills and Competencies

- Strong horticultural knowledge and practical skills.
- Excellent organisational and time-management abilities.
- Ability to work independently and use initiative.
- Strong communication and interpersonal skills.
- Ability to motivate, organise and support volunteers.
- Practical problem-solving abilities.
- Ability to undertake physically demanding outdoor work in all weather conditions.

Qualifications

- RHS Level 2 Certificate or Diploma in Practical Horticulture or equivalent qualification.
- Full UK Driving Licence.
- PA1 and PA6 or PA6W Pesticide Application Certificates.
- Brushcutter/ Strimmer Certification.
- Chainsaw Certification.

Personal Attributes

- Enthusiastic and passionate about horticulture and landscape restoration.
- Professional, approachable and positive manner.
- Reliable, self-motivated and organised.
- Committed to delivering high standards.
- Flexible approach to work and seasonal demands.

Desirable

Additional Experience

- Experience restoring historic, heritage or country house gardens.
- Experience working within an estate, heritage, charity or public garden environment.
- Experience establishing and managing volunteer programmes.
- Experience in biodiversity enhancement and wildlife-friendly gardening.
- Experience delivering horticultural projects from planning through to implementation.

WORKING REQUIREMENTS

- Full-time, permanent position.
- Occasional weekend, bank holiday and evening working may be required to support volunteer activities, seasonal priorities and Estate events.
- Ability to work outdoors throughout the year in varying weather conditions.
- Ability to undertake manual horticultural tasks.
- Ability to travel between Estate locations if required.
