

PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)

JOB DETAILS:

Job Title: Gardener

Department: Resources

Location: Tyrwhitt House

Status: Fixed term

Hours: 37.5

Reporting to: Head of Property and Estates

FACTOR	ESSENTIAL	DESIRABLE
Qualifications & Experience	<ul style="list-style-type: none"> • Must have NVQ2 in Horticulture or equivalent; • Willingness to assume on the job training for the role 	<ul style="list-style-type: none"> • PA1 and PA6 pesticide application • Chainsaw certificate
Skills & Knowledge Range and level of skills	<ul style="list-style-type: none"> • Must utilise job specific and industry knowledge, specifically experience in gardening/landscaping, in line with Combat Stress Policies and Procedures • Must be able to demonstrate and utilise creative knowledge and innovation into relevant aspects of role. 	
Personal Attributes The personal qualities required e.g. exercising initiative, organising, problem solving	<ul style="list-style-type: none"> • Requirement to understand and use diplomacy to resolve any issues and create well-balanced working environment • Requirement to build and establish relationships with clients, line managers, colleagues and other key individuals that encompass respect and appropriate boundaries 	<ul style="list-style-type: none"> • Willingness to advise others of policies and procedures that are in place.

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	<ul style="list-style-type: none"> • Requirement to develop and utilise specialist physical skills in relation to planting, lawn care and pond maintenance • Must establish and utilise effective team building skills to create a well-balanced and motivated working environment. • Must encompass the knowledge and application needed to handle exposure to unpleasant working conditions • Consistently adheres to Health and Safety guidelines and is aware of any new changes or updates • Willingness to support other estate team members with their duties when requested. 	
<p>Other Requirements</p>	<ul style="list-style-type: none"> • (Enhanced) DBS 	