



RADLEY



Gardener

Radley College, Abingdon, Oxon OX14 2HR

01235 543000

www.radley.org.uk/employment/working-at-radley

Radley College is set in 800 acres of land with an effective mix of both formal and informal areas and a diverse range of plants of architectural merit. Capability Brown was commissioned to re-design the grounds in the 18th century and his influence can still be seen across the site. There is a wide range of fruit trees which need maintaining. There are two small ponds in two of the College properties and also a larger lake set in the grounds. We have an extensive range of climbing plants of varying species across site requiring varying levels of attention to detail. There are also different areas of managed turf from meadow to formal lawns.



We are seeking a passionate and committed individual to join our team of full-time gardeners. The successful candidate will have a genuine enthusiasm for horticulture and a proactive approach to maintaining and enhancing the College's beautiful and historic grounds.

A recognised horticultural qualification would be advantageous but is not essential, as full training in best horticultural practices will be provided.

You will be self-motivated and able to work effectively as part of a close-knit team, with a keen eye for detail and a commitment to delivering high standards. Excellent horticultural and organisational skills, together with sound plant knowledge, are essential. You will also be computer literate and confident in developing and maintaining planting records. Strong communication skills are important, as is the ability to work collaboratively with colleagues across the College.

Above all, we are looking for someone with a positive, can-do attitude, a strong work ethic, and a genuine desire to learn, develop, and contribute to the continued excellence of the gardens.

This role offers an outstanding opportunity to gain hands-on experience within a historic and beautifully maintained setting, with excellent scope for personal and professional development as part of a dedicated and supportive team.

Main Duties

The Gardener will play an important role in maintaining and enhancing the College's 43-acre estate and gardens to the highest horticultural standards. Working as part of an experienced gardening team, the post-holder will undertake a wide range of horticultural tasks including the preparation, planting and maintenance of beds and borders, pruning trees and shrubs, lawn care, hedge cutting, weed control and seasonal garden maintenance.

Duties will vary throughout the year, from spring bulb planting, border cultivation and bedding displays, to summer watering, deadheading and lawn maintenance, autumn leaf collection and planting, and winter pruning, hedge maintenance and garden restoration work.

The role also involves supporting soft landscaping projects, maintaining the general cleanliness and presentation of the campus, and ensuring all work is completed safely and to a consistently high standard. The successful candidate will be expected to work effectively both independently and as part of a team, take responsibility for the care and safe use of machinery and tools, and contribute positively to the continued development and appearance of the College grounds.



Person Specification

Qualifications:

RHS2 or equivalent in general horticulture, or experience in a similar environment would be desirable but not essential.

Ideally hold PA1 and PA6 spraying although not essential

Skills & Abilities:

- Proven experience in a similar role, with an excellent working knowledge of gardens and plants.
- Good verbal communication and the ability to listen and respond well to verbal instruction.
- Professional passion and pride.
- Good eye, attention for detail.
- Dexterity, physical fitness and suppleness to carry out strenuous and repetitive tasks.
- Work with people of all ages, backgrounds and skills and show diplomacy.
- Work alone, with minimum supervision or as part of a team.
- Comfortable working at heights
- Solve unexpected problems within the normal working day in a calm and logical manner.
- Operate outside in all weather conditions.

Pay & Benefits

- Competitive salary
- Hours of work – 7.30 am to 4.00 pm, Monday to Thursday, 7.30 am to 3.00 pm Friday.
- Holidays – 33 days per annum, including bank holidays.
- College sickness scheme
- Free uniform
- Free meals during term time
- Reduced membership of Radley Sports Centre and access to other facilities on site
- Reduced membership of 9-hole golf course

How to apply

Applications must be submitted via the link on the school website www.radley.org.uk/employment.

We reserve the right to consider applications as they arrive.

If you have any questions or would like to discuss the vacancy please email the HR Department to arrange (hr@radley.org.uk).

SELECTION PROCESS

If shortlisted, you will be invited for interview. Your interview will involve a brief session with our Human Resources department, in order to undertake a number of identity checks. A list of valid identity documents will be sent to you prior to your interview.

In the event of not being successful, please be assured that all copies of identification will be destroyed.



Safeguarding

Safeguarding is at the heart of all we do in the school and the school expects all employees to share its commitment to the safeguarding and welfare of its pupils. Employees must, at all times, have regard to the need to safeguard and promote the welfare of children in line with the provisions of the Children Act 2004 and Keeping Children Safe in Education and be fully aware of, and understand, the duties and responsibilities that apply to their role in relation to these requirements.

All employees must attend appropriate training in accordance with the College's and local Safeguarding Board stipulations. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. A disclosure, at the enhanced level, will be requested from the successful applicant but a criminal record will not necessarily be a bar to obtaining this position. You will also be required to produce original evidence of qualifications as well as evidence of the right to work in the UK.

