



RADLEY

# Senior Gardener

Radley College, Abingdon, Oxon OX14 2HR

01235 543000

[www.radley.org.uk/employment/working-at-radley](http://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 an experienced and enthusiastic Senior Gardener with a strong passion for horticulture to join our team of full-time gardeners. The successful candidate will play a key role in maintaining, enhancing and developing the College grounds to an exceptional standard.

Candidates must hold a recognised horticultural qualification at NVQ Level 2, RHS Level 2, or an equivalent. Practical experience, alongside a commitment to high standards of horticultural practice, is essential. Further training will be supported, and there are excellent opportunities for increased responsibility and career progression within the department.

You will be a self-motivated individual who works effectively both independently and as part of a close-knit team. The role requires a keen eye for detail, strong organisational skills, and sound plant knowledge.

Competence in IT is required, particularly for maintaining and developing planting records. Strong communication skills are also essential. Above all, you will demonstrate a proactive, can-do attitude, a strong work ethic, and a genuine desire for continuous personal and professional development.

# Key responsibilities

## MAIN DUTIES

Undertaking general day to day duties, dependent on the weather and work schedule, including:

- Prepping, tending, planting, and pruning beds and borders, trees, plants and shrubs.
- Lawn mowing.
- Hedge cutting.
- Leaf blowing and collection.
- Soft landscaping.
- Weed control and litter removal.
- Maintaining the general cleanliness and tidiness of campus.

## RESPONSIBILITIES

- Responsible for ensuring that a clear and pre agreed rhetoric is passed to all team members.
- Responsible for maintenance and standards of defined area of campus.
- Responsible for development and raising of standards in defined area of campus.
- Provide mentoring for staff in defined area.
- Produce and oversee a high-quality finish in all assigned duties.
- Take responsibility for checking, managing and maintaining, all surrounding areas whilst at an assigned area of work.
- Work in all weathers, in various locations around the school, independently or as part of a team.
- Be responsible for self-evaluating and managing work produced.
- Be responsible for all machinery and tools whilst in use, reporting any faults or issues.
- Be responsible for the Health and Safety of yourself and others around you.
- Responsible for reporting on levels of stock in defined area.
- Communicate effectively with the Head Gardener & the gardening team

**These key tasks are not intended to be exhaustive, but they highlight a number of major tasks that the post-holder may be reasonably expected to undertake.**



# Person Specification

## Qualifications:

RHS2 or equivalent in general horticulture, or experience in a similar environment is desirable.

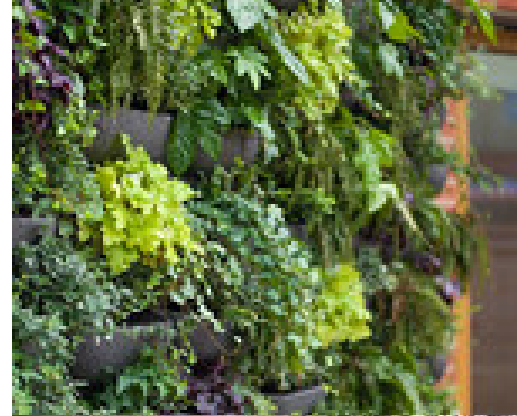
Ideally hold PA1 and PA6 spraying although not essential as training will be given.

## 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.
- Attention for detail.
- Dexterity, physical fitness and suppleness to carry out strenuous and repetitive tasks.
- Ability to work with people of all ages, backgrounds and skills and show diplomacy.
- Ability to work alone, with minimum supervision or as part of a team.
- Comfortable working at heights
- Ability to solve unexpected problems within the normal working day in a calm and logical manner.

## Pay & Benefits

- Competitive salary
- Hours of work – Monday to Friday, 39 hours per week
- Holidays – 33 days per annum (prorated), including bank holidays.
- College sickness scheme
- Free uniform
- Free lunch 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 can be submitted via the link on the school website [www.radley.org.uk/employment](http://www.radley.org.uk/employment).

The deadline for applications is 12 noon, Thursday 2 July but we reserve the right to consider applications as they arrive.

If you have any questions or would like to discuss the vacancy please contact the HR department - [hr@radley.org.uk](mailto: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.