

## Job Description

<b>Job Title:</b>	Campus Gardener	<b>Department:</b>	Garden
<b>Responsible To:</b>	Garden Manager/ Head of Operations	<b>Salary:</b>	£25,433
<b>Location:</b>	Pitlochry Festival Theatre	<b>Position Type:</b>	Permanent
<b>Working Hours:</b>	35 hours per week annualised contract		
<b>Key Relationships</b>	<p>The post reports to the Garden Manager. They will work closely with the garden team.</p> <p>Leadership Team, colleagues, Board members, Committee members, junior team members volunteers.</p>		
<b>Context</b>	<p>Pitlochry Festival Theatre has been providing a unique cultural experience for over 70 years, appealing to national and international audiences and visitors.</p> <p>We are Scotland's leading producer of musical theatre, a champion of ensemble practice and the country's only rurally located, major arts organisation.</p> <p>Our home is a glorious eleven-acre campus that includes the Explorers Garden.</p> <p>More than a place to come and see a show, we offer great theatre and art for all in an inspiring, creative atmosphere.</p> <p>Pitlochry Festival Theatre's campus now comprises a 538 seat Main Auditorium, a 172 seat Studio theatre as well as our Amphitheatre and Bandstand located in the theatre grounds.</p>		
<b>Purpose and Key Accountabilities</b>	<p>There are three key responsibilities in the post:</p> <ol style="list-style-type: none"> <li>1. Provide support to the Garden Manager and garden team members</li> <li>2. Manage daily gardening and maintenance tasks throughout the whole campus</li> <li>3. Caretaker of all things horticultural, maintaining a high standard of care through the gardens to both soft and hard landscapes and the nature around us.</li> </ol>		

### Key Tasks:

<b>What you will be doing:</b>	<p>As the garden grounds person, you'll assist in making sure that the campus is maintained to a high standard. You'll be passionate, enthused and knowledgeable about the varied plants within the garden or at least a keen willingness to learn. This role will include a range of practical horticultural tasks, to develop, enhance and conserve the garden and contribute to the delivery of projects and events through the year. You'll be helping with hard and soft landscaping and general maintenance of the garden and campus. Tasks such as mulching, pruning, leaf clearing, composting and weeding will be expected weekly. You'll support with the planting and maintenance of trees, shrubs, and herbaceous plants taking care of our rare</p>
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	<p>collections. You'll be helping to cut the hedges and mow our lawns around the campus. You'll also take ownership of specific areas of the garden ensuring the highest standards are maintained and healthy plants are available for our visitors to enjoy. *This is an entry level Gardener post; main tasks will be ground maintenance and odd jobbing around the garden.</p> <p>Once in place, you will be expected to support garden volunteers or junior apprenticeships and help them to make the most of their time here.</p> <p>You'll be expected to interact with the public daily, answering the many questions, or help with garden workshops, tours and helping set up events when needed.</p> <p>A must is the ability to work in all Scottish weather come rain or shine, this is a very physical job, and a certain level of fitness will be needed.</p> <p><b>The post would suit a fit person, that is keen to learn horticulture, whilst restoring a large historic garden working always outdoors in all seasons.</b></p>
<b>To be successful in this role you should be able to demonstrate</b>	<ul style="list-style-type: none"> <li>• Have proven practical gardening experience, as well as a sound knowledge of plants/trees and continued willingness to learn about our rare collections</li> <li>• Confidence to participate in garden activities and events this is a public facing role</li> <li>• Competent with machinery/equipment use and maintenance, ranging from petrol to small handheld tools</li> <li>• Practical experience in general building maintenance.</li> <li>• Team player essential</li> </ul>
<b>Responsibilities</b>	<ul style="list-style-type: none"> <li>• Weed and turn over beds</li> <li>• Lawn work, Mowing, Strimming, Hedge work</li> <li>• Leaf clearance</li> <li>• Planting</li> <li>• Plant maintenance</li> <li>• Cutting back</li> <li>• Composting</li> <li>• Safe use and care of power tools</li> <li>• General garden maintenance</li> <li>• Knowledgeable about health and safety</li> <li>• Any other duties asked for</li> </ul>
	<ul style="list-style-type: none"> <li>•</li> </ul>
<b>Compliance</b>	Ensure compliance with data protection.
<b>Health &amp; Safety</b>	<p>To attend training as required to update knowledge and skills, and to be able to comply with relevant statutory requirements to a high standard.</p> <p>To comply with Health and Safety and other licensing legislation as directed and laid out in Pitlochry Festival Theatre's Health and Safety Policy.</p>



**Pitlochry Festival Theatre | +44 (0)1796 484626**  
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<b>Environmental</b>	To support the Executive Director, as Chief Executive of the organisation, and the nominated Green Champion in meeting organisational aims and ambitions for its environmental impacts.
<b>Health and Safety</b>	To support the Executive Director, as Chief Executive of the organisation, in their legislative duties under the Health and Safety at Work etc. Act 1974. Attend training as required to update knowledge and skills, and to be able to comply with relevant statutory requirements to a high standard.
<b>Other</b>	To champion and promote organisational values and behaviours and act as an ambassador for the Theatre. To always act in the best interests of the Theatre and in line with all company policies. Any other duties or projects required by the Executive Director or Board of Trustees to ensure the general smooth and efficient operation of the buildings and organisation. Assist the Department with work experience placements, offering work shadow opportunities, training and mentoring as required. Actively promote staff welfare, development and training opportunities throughout the Theatre.

## Person Specification

### Our purpose and our values

We exist to improve lives by sharing Pitlochry with the world and the world with Pitlochry.

We do this:

- By creating theatre that excites, engages, and challenges.
- By inspiring imaginations, senses of adventure, and new levels of understanding that change worlds.
- By nurturing environments to encourage wellbeing, growth, connection, and a sense of belonging.
- By exploring new ways of seeing and collaborating.

In everything we do we are creative and respectful and in every situation we are collaborative and empowering.

### Personal behaviours and style

We are looking for people who share our core values and can demonstrate their commitment to:

- Commitment to Excellence
- Teamwork
- Creativity
- Inspirational sense of belonging
- A nurturing environment

**This job description is indicative and will be reviewed after a satisfactory probationary period as well as annually as part of job appraisal processes.**

This post will suit an enthusiastic person, who enjoys working outdoors around nature and plants. There is potential to grow the role and make a real difference to Pitlochry Festival Theatre. The successful candidate



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will need to be interested in all things gardening and garden maintenance with a willingness to learn more about the unusual plants we have and the theatre around us. Some experience of gardening and horticulture would be an advantage, but the ability to bring practical experience and personal skills, attributes and enthusiasm to the post is just as important.

The successful candidate will need to be able to demonstrate the following skills, experience and attributes in both the written application and the interview process:

Requirements	Essential	Desirable	Assessment Method
<b>Qualifications and Knowledge</b>		First Aid qualification  RHS level 2 qualification or equivalent  Spraying Certificate  Chainsaw Certificate	Application/Interview
<b>Skills and Abilities</b>	Demonstrable people skills, able to motivate and enthuse juniors, volunteers and colleagues, combined with an ability to listen and understand how to take matters forward. To enjoy talking to the public and meeting new people.		Application/Interview
	Communication skills-This is a front facing role with visitors every day and you will be expected to interact with visitors of all ages.		Application/Interview
	Excellent time management skills		Application/Interview
	Be able to use various power tools safely.		Application/Interview
		An understanding of rare plants.	Application/Interview
		Practical experience in pruning and plant care	Application/Interview
	Adhere and promote health and safety within the workplace and be able to report any safety issues immediately to your line manager.		Application/Interview



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Requirements	Essential	Desirable	Assessment Method
	Be able to do simple maintenance tasks around the garden and campus when asked.		Application/Interview
<b>Interpersonal skills</b>	Comprehensive and flexible communications skills – including the ability to help to upkeep the database of plants and comprehensive labelling of botanical plants and trees		Application/Interview
	A flexible approach that enjoys managing several things at once while keeping a clear overview.		Application/Interview
	A friendly person that enjoys working with a wide variety of people and is a team player.		Application/Interview
<b>Personal qualities</b>	Energetic and committed with a clear focus on achieving results and willing to go the extra mile.		Application/Interview
	A systematic well organised person who takes pride in the quality and sustainability of their work.		Application/Interview
	Someone who is excited by the challenge of restoring a botanical garden and building a new vision of colour throughout the year.		Application/Interview
	An interest in the performing arts/theatre would be an advantage.		Application/Interview
	Willing to learn and support your team		Application/Interview



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