

## Person Specification

<b>Position Title</b>	<b>Senior Gardener</b>
<b>Division / Section</b>	<b>Environment / Parks, Greenspace and Cemeteries</b>
<b>Service Area</b>	<b>Place</b>
<b>Responsible To</b>	<b>Supervisor Gardener</b>

### Person Specification

<b>Qualifications, training &amp; professional membership</b>	SVQ Level 2 in Amenity Horticulture, Green-keeping, or Nursery practice or equivalent.	Essential
	NPTC Certificate of Competence in use of Pesticides PA1 + PA6a, or give a commitment to gaining these certificates within six months of appointment.	Essential
	Current, clean, full driving licence.	Essential
	Certification for use of tractor mounted spraying equipment.	Desirable

**The successful candidate will demonstrate evidence of the following experience, knowledge, skills and understanding. Evidence will be sought for selection purposes.**

#### EXPERIENCE

A minimum of three years experience in horticulture, ground maintenance, green-keeping, or nursery practice.	Essential
Experience of operating ground maintenance machinery and equipment.	Essential
Experience of working with the public.	Essential
Experience of driving vehicles, including tractors and towing of trailers.	Desirable

## **KNOWLEDGE, SKILLS AND UNDERSTANDING**

Knowledge of Health and Safety legislation and policy.	Essential
Knowledge of preparing and maintaining floral meadows.	Desirable
Knowledge of maintaining sports pitches.	Desirable
Knowledge of planting and maintaining herbaceous perennials and shrubs.	Desirable

## **COMMUNICATION**

Communication skills to advise members of the public, elected members, external organisations, trainees and others on areas related to service.	Essential
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## Competencies & Values Framework

Applicants will also be measured against the following competencies as per the Competency Level outlined in [Our Competency & Values Framework](#):

- Customer focused**
  - Delivers high quality services to both internal and external customers/clients. Proactively identifies customer's/client's future requirements and constantly strives to enhance service delivery.
  
- Works Effectively with others**
  - Builds consensus, support and commitment within the team around key organisational objectives. Treats others respectfully and encourages diversity.
  
- Managing change**
  - Initiates and drives the pace of change and supports others in working through change.
  
- Taking Ownership and Responsibility**
  - Takes responsibility for own behaviour. Seeks feedback and takes positive action in response. Takes responsibility for supporting corporate values
  
- Communicating Effectively**
  - Communicates accurate information with complete conviction and clarity. Confidently uses a variety of communication methods and styles appropriate to audience.
  
- Planning and Decision Making**
  - Translates strategy into specific plans to deliver outstanding results. Makes sound decisions based on evaluations of options and risks.

