

## 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](#):

- |                                            |                                                                                                                                                                                                                                                      |
|--------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Customer focused</b>                    | <ul style="list-style-type: none"><li>• 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.</li></ul> |
| <b>Works Effectively with others</b>       | <ul style="list-style-type: none"><li>• Builds consensus, support and commitment within the team around key organisational objectives. Treats others respectfully and encourages diversity.</li></ul>                                                |
| <b>Managing change</b>                     | <ul style="list-style-type: none"><li>• Initiates and drives the pace of change and supports others in working through change.</li></ul>                                                                                                             |
| <b>Taking Ownership and Responsibility</b> | <ul style="list-style-type: none"><li>• Takes responsibility for own behaviour. Seeks feedback and takes positive action in response. Takes responsibility for supporting corporate values</li></ul>                                                 |
| <b>Communicating Effectively</b>           | <ul style="list-style-type: none"><li>• Communicates accurate information with complete conviction and clarity. Confidently uses a variety of communication methods and styles appropriate to audience.</li></ul>                                    |
| <b>Planning and Decision Making</b>        | <ul style="list-style-type: none"><li>• Translates strategy into specific plans to deliver outstanding results. Makes sound decisions based on evaluations of options and risks.</li></ul>                                                           |

