

<b>Role:</b> Estate Gardener – Brodick Castle	<b>Region:</b> South & West Heritage Properties
<b>Reports to:</b> Head Gardener, Brodick Castle	<b>Pay Band/Starting Salary:</b> Band 2 upper £26,757 to £28,252
<b>Location:</b> Brodick Castle Gardens, Brodick, Isle of Arran, KA27 8HY	<b>Type of Contract:</b> Permanent, Full-Time, 40 Hours Per Week.
<b>Cost Centre:</b> 3BRO	<b>Activity Code:</b> GAZ
<b>Terms and conditions</b> <i>The post is subject to the standard terms and conditions provided with the application pack and the following special terms also apply: hours of work = 40 per week on 5 days out of 7 days and at times to suit the needs of the job (this will include regular weekend duties on a rota basis). A room may be available to rent in shared accommodation.</i>	

### **KEY PURPOSE**

To ensure that the garden and related policies of Brodick Castle Garden and Estate are managed and maintained as an internationally recognized garden of outstanding historical and horticultural importance, contributing to the property's overall conservation and development, and its enjoyment by visitors and supporters.

The role of 'Estate gardener' as a key member of the Brodick Castle team will be heavily involved in the development of the garden and wider designed landscape, with future projects aimed at creating gardens of international significance. Hence this post will be vital to realize this ambition of the Gardens/Estate as a top visitor attraction. This post is likely to include frequent work in the woodland garden and surrounding estate policies.

### **CONTEXT**

The garden/estate comprises a listed walled garden containing an impressive collection of tender plants that may be grown due to the effect of the Gulf Stream. It also features a large woodland garden containing a world class collection of Rhododendrons and plants from temperate regions of the world.

### **KEY RESPONSIBILITIES**

The Key Purposes of the job will be met by:

1. Undertaking practical maintenance of the garden (e.g. managing trees and shrubs, Path renovation/re-surfacing, Boardwalks, fencing, turf care; pest/disease/weed control; staking, Drainage works, construction, composting and soil improvement etc. to the required standards expected by the Trust and for the maximum safety of, and enjoyment by visitors including other professionals in the horticultural industry.
2. Fostering positive relationships with local communities and organizations and promoting the work of the Trust.
3. On occasion, supervising and working with volunteers and/or staff members to ensure they deliver required outputs at the appropriate standard, and gain benefit/satisfaction from their activities.

4. Demonstrating self-motivation, organizing, planning, initiative, prioritizing and good time management.
5. Undertaking such other reasonable duties as may from time to time be required to ensure the smooth running of the property as required by the Head Gardener.
6. Ensuring compliance with the Trust's health, safety, and environment policies and procedures.

The current duties of this job do not require a criminal records (Disclosure Scotland) check to be carried out.

## **SCOPE OF JOB**

### People Management

- ♦ Not a line manager but will, on occasion, supervise volunteers and staff under instructions from Head Gardener.
- ♦ Will work closely with other property colleagues, and will have some interaction with other technical/specialist advisory colleagues based in other locations and departments (e.g. other NTS gardens in Ayrshire and Arran)
- ♦ Will have regular (daily) interaction with members of the public and guests of all ages and abilities.

### Finance Management

- ♦ Not a budget-holder.

### Tools/equipment

- ♦ Will be a user of driven vehicles such as ride-on mowers and tractors.
- ♦ Will be a frequent user of powered tools such as mowers, brush cutters and hedge-cutters.
- ♦ Will be a frequent user of hand-tools such as spades, forks, trowels, rakes, hoes, shears, and secateurs.

## **REQUIRED SKILLS, EXPERIENCE & KNOWLEDGE**

The above outlines the key skills the post-holder will need to possess and exercise. In addition, either knowledge of or experience in the following is required:

### Essential

- A college Diploma in Horticulture, Estate maintenance, Forestry, construction or demonstrable equivalent knowledge.
- Practical experience in Drainage, path maintenance/construction including flexible and rigid paving.
- Demonstrable skills in plant husbandry, particularly trees, shrubs, turf culture.
- NPTC CS 30/31 etc or willingness to be trained.
- NPTC- PA1 and PA6 spraying certificates, or willingness to be trained in the use of pesticides and to exercise that training.
- Sound knowledge of basic tool and machinery use and machinery maintenance.
- Some practical knowledge of Health and Safety processes and procedures and the ability to work effectively within these processes.

- Excellent interpersonal and communication skills; confident in interacting and dealing with a wide range of people; and able to represent the Trust.
- Current First aid cert/F+ or willingness to train.
- LANTRA certified or acceptable alternative in the use of Agricultural machinery (Large and small tractors with implements), Loaders, Chippers, Brush cutters, ATV's etc.
- Good organisational and time-management skills – including the ability to prioritise work where necessary and also the ability to work using own initiative, in the absence of direct line management.
- Eye for detail and finish, quality standard and best practice.
- Current driving licence valid for driving in the UK.

### Desirable

- Competent IT skills sufficient for maintaining plant records, use of the internet/intranet, assisting volunteers, on-line learning etc.
- Experience of working in a mixed team that includes volunteers.
- Woodworking skills.
- Handyman skills.

The Key Responsibilities, Scope of Job, and Required Skills, Experience & Knowledge reflect the requirements of the job at the time of issue. The Trust reserves the right to amend these with appropriate consultation and/or request the post-holder to undertake any activities that it believes to be reasonable within the broad scope of the job or his/her general abilities.

---

### **How to Apply**

Interested applicants should forward their Curriculum Vitae (CV) or an Application Form to the People Services Department (Applications) by email via [workforus@nts.org.uk](mailto:workforus@nts.org.uk) by Sunday 12<sup>th</sup> October 2025.

Please ensure your CV includes your full name and contact details, the CV file sent to us should be titled your first initial and surname. When submitting your CV please state the position and job location of the vacancy you are applying for in the subject title or body of your email: For example, "Gardener - Brodick"

---