



Role Profile

Job Title	Gardener and Propagation Assistant
Position	Permanent Fixed Term
Hours	Full-time 35 hours per week on average over the year.
Holidays	33 days including 8 public holidays
Manager	Nell Jones, Head of Plant Collections
Location	Chelsea Physic Garden, 66 Royal Hospital Road, London SW3 4HS

1. Equal Opportunities

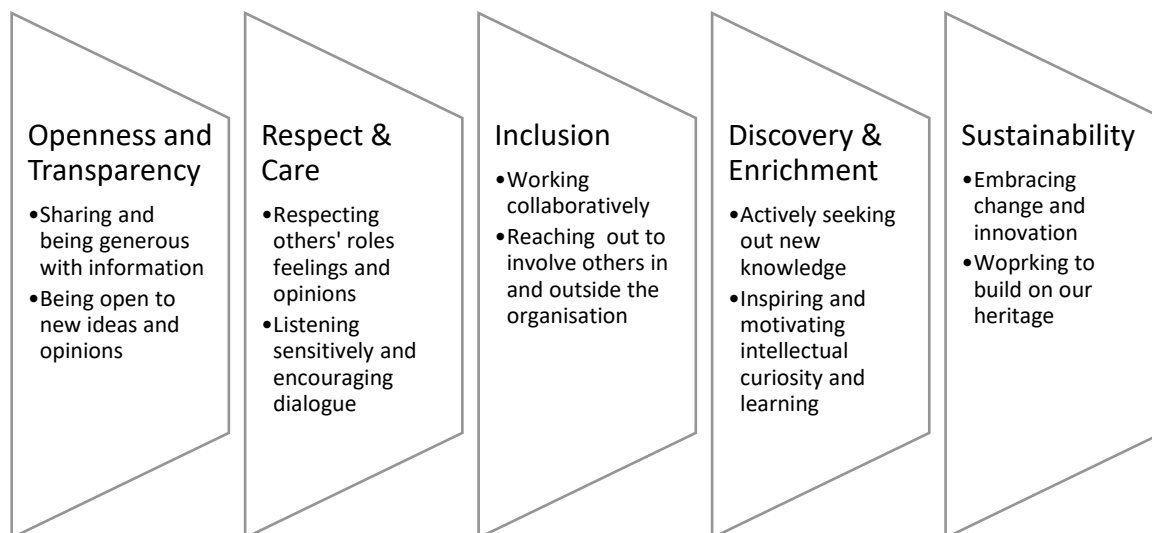
Chelsea Physic Garden is a place for everyone. As an equal opportunities' employer, Chelsea Physic Garden is committed to championing equality, diversity, and inclusion in our workplace. If you are a suitably qualified applicant, we encourage your application whatever your age, disability, gender, gender identity, race, religion or belief, sexual orientation or socio-economic background.

2. About Chelsea Physic Garden

Chelsea Physic Garden (CPG) is an independent charity set up in 1983 to promote and preserve the four-acre garden of the same name. The charity's mission is to demonstrate the medicinal, economic, cultural and environmental importance of plants to the survival and wellbeing of humankind. We are open to visitors six-days a week, eleven months of the year. There has been a teaching Garden on our site since 1673, and today we hope that all our visitors leave inspired, having learnt something new.

3. Our Values

We have a set of five inter linked reinforcing values that support each other



4. About the Role

The Gardener and Propagation Assistant is responsible for day-to-day maintenance within the Garden and will also support the Propagation Manager by undertaking routine propagation tasks as required. They will work closely with the HPC and other members of the horticultural team, including trainees, interns and volunteers to maintain the highest horticultural standards.

5. Key areas of responsibility

This role is very varied and physically strenuous, supporting the maintenance of this highly regarded Garden throughout the seasons. Tasks include weeding, irrigation, mowing, blowing, mulching, staking, winter protection, path maintenance and many other ad-hoc tasks depending on the needs of the Garden. Propagation tasks include watering, feeding, pricking out and potting on. The balance of tasks depends on seasons and the needs of the Garden.

As a visible presence in the Garden, all horticulturists engage with visitors and colleagues to share knowledge and enthusiasm for our space.

The role sits within an experienced team who enjoy supporting and developing colleagues to gain new skills and experience. There are regular opportunities to learn about the collections through plant ident walkabouts.

The role requires attention to detail, speed and efficiency as well as the ability to work in all weathers.

When and if called upon to do so, the role will supervise trainees, volunteers and interns taking special note of any health, safety and welfare needs they may have. Ensure, that they have properly understood the task they are carrying out, that it is within their capabilities and that they have the correct

equipment, including protective clothing and equipment to carry out the task. Support the preparation of any risk assessments or method statements prior to any work commencing. Communicate health and safety issues to the HPC and take responsibility for stopping work and the work of others if it is believed that any acts are dangerous or negligent to the person or those around, including but not limited to other staff, volunteers, contractors and visitors.

Person Specification

Knowledge Skills and Experience	Essential/ Desirable
A broad knowledge of garden maintenance	E
Entry level plant recognition	E
A desire to learn and develop as a botanic horticulturist	E
A willingness to work under direction as part of an established high performing team	E
Prepared to work in all weathers	E
RHS Level 2 qualification in horticulture or equivalent	D

Competency Framework

We have a set of eight competencies that are common to all employees and within the framework each competency has four levels which relate to the level at which individual roles need to operate. The competency assessment for this role is set out below and more information will be provided to support this assessment.

	Competency	Descriptor	Level for this role
1	Leadership	Setting the pace and behaving with integrity	1
2	People Management	Making clear what you expect and what is to be achieved; enabling and supporting your staff to deliver	1
3	Analysis and use of Evidence	Collecting, analysing and using information and evidence, assessing risk and taking decisions	1
4	Communication	Communicating with colleagues, visitors and stakeholders	1
5	Collaborative Working	Working together with people within and outside of CPG to help us achieve our goals	1
6	Delivering Results	Organising and managing the work to deliver results	1

7	Using and Managing Resources	Using resources cost effectively	1
8	Know How	The knowledge, skills and expertise you need to do your job and help others to do theirs	1

Terms and Conditions

The post holder will work an average 35 hours per week over five days. The horticultural team's working hours differ during the summer season (March-August) at 39 hours per week and the winter season (September-February) at 31 hours per week.

The Garden operates a salary exchange pension scheme currently with Royal London which means that your gross salary is reduced by the amount of pension contribution made by the employer and employee which is then paid directly into your pension. The equivalent contribution rates are 5% employer and 3% employee at the end of the probationary period.

Details of other employee benefits and rights will be provided to successful candidates and include things like a season ticket loan, a cycle purchase scheme as well as an employee assistance programme.