



RADLEY

# Gardener

Radley College, Abingdon, Oxon OX14 2HR

01235 543000

[www.radley.org.uk/employment/working-at-radley](http://www.radley.org.uk/employment/working-at-radley)

Radley College is set in 800 acres of land with an effective mix of both formal and informal areas and a diverse range of plants of architectural merit. Capability Brown was commissioned to re-design the grounds in the 18th century and his influence can still be seen across the site. There is a wide range of fruit trees which need maintaining. There are two small ponds in two of the College properties and also a larger lake set in the grounds. We have an extensive range of climbing plants of varying species across site requiring varying levels of attention to detail. There are also different areas of managed turf from meadow to formal lawns.



We are seeking someone with passion, commitment and knowledge to work within a team of full-time gardeners to enhance and improve the College grounds. It would be preferred if the candidate had a recognised horticultural qualification, but this is not essential. Training in the ways of good horticultural practice will be provided on the job and there is plenty of opportunity for responsibility and career development within the department.

As well as being self-motivated with the ability to work positively in a tight knit team, you will have a good eye for detail, excellent horticultural and organisational skills and sound plant knowledge. Computer literacy and the ability to develop and maintain planting records is also essential as are good communication skills. Above all a pro-active and can-do attitude and a strong work ethic with a desire to develop personally.

# Key responsibilities

## MAIN DUTIES

Undertaking general day to day duties, dependent on the weather and work schedule, including:

- Prepping, tending, planting, and pruning beds and borders, trees, plants and shrubs.
- Lawn mowing.
- Hedge cutting.
- Leaf blowing and collection.
- Soft landscaping.
- Weed control and litter removal.
- Maintaining the general cleanliness and tidiness of campus.

## RESPONSIBILITIES

- Produce and oversee a high quality finish in all assigned duties.
- Take responsibility for checking, managing and maintaining, all surrounding areas whilst at an assigned area of work.
- Be prepared to work in all weathers, in various locations around the school, independently or as part of a team.
- Be responsible for self-evaluating and managing work produced.
- Be responsible for all machinery and tools whilst in use, reporting any faults or issues.
- Be responsible for the Health and Safety of yourself and others around you.
- Communicate effectively with the Grounds Manager, Head Gardener, the gardening team and the Estates Bursar.



# Person Specification

## Qualifications:

RHS2 or equivalent in general horticulture, or experience in a similar environment.

Ideally hold PA1 and PA6 spraying although not essential as training will be given.

## Skills & Abilities:

Proven experience in a similar role, with an excellent working knowledge of gardens and plants.

Good verbal communication and the ability to listen and respond well to verbal instruction.

Professional passion and pride.

Attention for detail.

Dexterity, physical fitness and suppleness to carry out strenuous and repetitive tasks.

Ability to work with people of all ages, backgrounds and skills and show diplomacy.

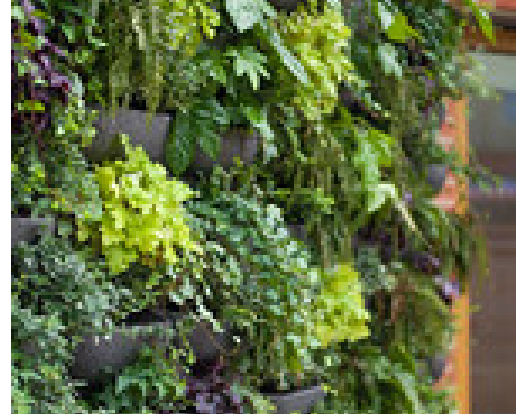
Ability to work alone, with minimum supervision or as part of a team.

Comfortable working at heights

Ability to solve unexpected problems within the normal working day in a calm and logical manner.

## Pay & Benefits

- Competitive salary
- Hours of work – 7.30 am to 4.00 pm, Monday to Thursday, 7.30 am to 3.00 pm Friday.
- Holidays – 33 days per annum, including bank holidays.
- College sickness scheme
- Free uniform
- Free meals during term time
- Electric car benefit scheme
- Reduced membership of Radley Sports Centre and access to other facilities on site
- Reduced membership of 9-hole golf course



# How to apply

Applications must be submitted on the official application form which can be downloaded from our website and emailed to [applications@radley.org.uk](mailto:applications@radley.org.uk).

The deadline for applications is 12 noon, Thursday 2 May 2024 but we reserve the right to consider applications as they arrive.

If you have any questions or would like to discuss the vacancy please contact the HR department to arrange on [hr@radley.org.uk](mailto:hr@radley.org.uk).

## SELECTION PROCESS

If shortlisted, you will be invited for interview. Your interview will involve a brief session with our Human Resources department, in order to undertake a number of identity checks. A list of valid identity documents will be sent to you prior to your interview.

In the event of not being successful, please be assured that all copies of identification will be destroyed.

# Safeguarding

Safeguarding is at the heart of all we do in the school and the school expects all employees to share its commitment to the safeguarding and welfare of its pupils. Employees must, at all times, have regard to the need to safeguard and promote the welfare of children in line with the provisions of the Children Act 2004 and Keeping Children Safe in Education and be fully aware of, and understand, the duties and responsibilities that apply to their role in relation to these requirements.

All employees must attend appropriate training in accordance with the College's and local Safeguarding Board stipulations. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. A disclosure, at the enhanced level, will be requested from the successful applicant but a criminal record will not necessarily be a bar to obtaining this position. You will also be required to produce original evidence of qualifications as well as evidence of the right to work in the UK.