

# PERSON SPECIFICATION

(Supporting the Policy on Equal Opportunities in Employment)

## JOB DETAILS:

**Job Title:** Gardener

**Department:** Resources

**Location:** Tyrwhitt House

**Status:** Fixed term

**Hours:** 37.5

**Reporting to:** Head of Property and Estates

FACTOR	ESSENTIAL	DESIRABLE
<b>Qualifications &amp; Experience</b>	<ul style="list-style-type: none"> <li>Must have NVQ2 in Horticulture or equivalent;</li> <li>Willingness to assume on the job training for the role</li> </ul>	<ul style="list-style-type: none"> <li>PA1 and PA6 pesticide application</li> <li>Chainsaw certificate</li> </ul>
<b>Skills &amp; Knowledge</b> Range and level of skills	<ul style="list-style-type: none"> <li>Must utilise job specific and industry knowledge, specifically experience in gardening/landscaping, in line with Combat Stress Policies and Procedures</li> <li>Must be able to demonstrate and utilise creative knowledge and innovation into relevant aspects of role.</li> </ul>	
<b>Personal Attributes</b> The personal qualities required e.g. exercising initiative, organising, problem solving	<ul style="list-style-type: none"> <li>Requirement to understand and use diplomacy to resolve any issues and create well-balanced working environment</li> <li>Requirement to build and establish relationships with clients, line managers, colleagues and other key individuals that encompass respect and appropriate boundaries</li> </ul>	<ul style="list-style-type: none"> <li>Willingness to advise others of policies and procedures that are in place.</li> </ul>

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	<ul style="list-style-type: none"> <li>• Requirement to develop and utilise specialist physical skills in relation to planting, lawn care and pond maintenance</li> <li>• Must establish and utilise effective team building skills to create a well-balanced and motivated working environment.</li> <li>• Must encompass the knowledge and application needed to handle exposure to unpleasant working conditions</li> <li>• Consistently adheres to Health and Safety guidelines and is aware of any new changes or updates</li> <li>• Willingness to support other estate team members with their duties when requested.</li> </ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>• (Enhanced) DBS</li> </ul>	