

Criteria	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Previous experience (<i>minimum 3 years</i>) within the Horticulture or Landscape industry. 	<ul style="list-style-type: none"> • Practical experience of working with adults with learning disabilities, ideally in a horticultural setting.
Education & Qualifications	<ul style="list-style-type: none"> • NVQ Level 2 in a suitable horticultural qualification or demonstrable equivalent practical experience. 	<ul style="list-style-type: none"> • NVQ Level 3 or above in a suitable horticultural qualification. • Teaching / training qualification.
Specialist Knowledge / Skills	<ul style="list-style-type: none"> • Able to demonstrate skills, knowledge and competency in practical horticulture, including plant identification, pruning and propagation techniques. • Knowledge / understanding of project and budget management. • Sound practical knowledge of Health and Safety processes and procedures and the ability to work effectively within these processes. • Understanding of social care settings, and some experience of working with vulnerable people. • Effective written, verbal and electronic communication skills. • Proficient in use of IT systems, including, but not limited to, Microsoft Office. 	<ul style="list-style-type: none"> • Ability to plan, design and execute garden redevelopment projects. • Commitment to protecting the environment, promoting sustainability and developing environmentally friendly practices. • Experience of volunteer and community group working. • Experience of working in a multi-disciplinary team environment. • Experience of managing budgets • Knowledge of basic tool and machinery use and maintenance. • Knowledge of pesticide and COSHH Regulations. • Able to carry out Risk Assessments and draw up Safe Systems of Work. • First Aid certificate holder. • Knowledge of Social and Therapeutic Horticulture.
Personal Attributes	<ul style="list-style-type: none"> • A positive, 'can-do' attitude. • Excellent organisational skills with good record keeping; the ability to prioritise and manage own workload; to meet deadlines and to work under pressure. • Able to develop and maintain good relationships with managers, team members, service users, the public and contractors. • Excellent interpersonal and communication skills; confident in interacting and dealing with a wide range of people; and able to represent the Charity. • Willingness to undertake appropriate training as necessary. • Confidently use own professional knowledge to underpin good practice, and willingness to share knowledge and skills. 	<ul style="list-style-type: none"> • An enthusiasm for gardens and gardening, the outdoor environment and contributing positively to it. • A proven record of good performance in productivity and quality service delivery.
Other	<ul style="list-style-type: none"> • Full UK Driving Licence. • Ability to fulfil the physical requirements of the role including handling heavy loads, kneeling, digging, sweeping etc. (After reasonable, practicable adjustments and assistance) • Ability to work flexibly with seasonal demand 	<ul style="list-style-type: none"> • Experience of driving a mini-bus.

