



Gardener – Arbroath Abbey

Closing Date: Wednesday 29 June 2022, midday

Expected interview date: w/c 11 July 2022

Recruitment Reference:

HES/22/153

Starting Salary:

£22,363 per annum

Salary Range:

£22,363 - £25,087 per annum

Pay Band:

B

Directorate:

Operations – Central Region

Location:

Arbroath

Line Manager:

Jim Robertson, Works Manager

Contract Type:

Permanent

Working Hours:

Full Time – Annualised 37 hours per week, split between Summer and Winter weeks.

Thank you for your interest in our vacancy of the Gardener post with Historic Environment Scotland based at Arbroath Abbey Depot, Arbroath, DD11 1EG. This is a permanent and pensionable appointment.

The successful post holder will be joining a dedicated team where they will contribute to the conservation of the monument along with the maintenance of the grounds at Arbroath Abbey and surrounding sites.

About us

We are the lead body for Scotland's historic environment; a charity dedicated to the advancement of heritage, culture, education and environmental protection. We're at the forefront of researching and understanding the historic environment and addressing the impact of climate change on its future. We investigate and record architectural and archaeological sites and landscapes across Scotland and care for more than 300 properties of national importance. We have a People Strategy which will be overarching strategy to which ensures we support and develop staff within the organisation.

Our Vision

Our vision is that Scotland's historic environment is cherished, understood, shared and enjoyed with pride by everyone.

Our Priorities

- The historic environment makes a real difference to people's lives
- The historic environment is looked after, protected and managed for the generations

to come.

- The historic environment makes a broader contribution to the economy of Scotland and it's people
- The historic environment inspires a creative and vibrant Scotland
- The historic environment is cared for and championed by a high performing organisation.

Historic Environment Scotland – Longmore House, Salisbury Place, Edinburgh, EH9 1SH
Scottish Charity No. SC045925
VAT No. GB 221 8680 15



Overview of the post and information about the team

The Arbroath Monument Conservation Unit (MCU) currently consists of a Works Manager and three Stonemasons - who carry out conservation and maintenance work on a variety of locations. There is also currently one qualified gardener based at Edzell Castle who also support work at other sites across the Region. You will be responsible for cutting and edging lawns at St Vigean's Museum, Aberlemno Stones and Meigle Museum. Also cutting and maintaining the boundary hedges at Arbroath Abbey, St Vigean's Museum and Claypotts Castle. The Works Manager has direct line management responsibilities for the whole unit.

Key responsibilities, duties and objectives

You will be responsible for all aspects of horticulture and grounds maintenance within a historic landscape.

Duties of the successful post holder will include:

- Assist in the maintenance of the fine lawns, undertaking mowing, scarifying, aerating, application of herbicides and fertilisers.
- Use and maintain hand-tools, equipment and machinery such as petrol driven ride-on mowers, pedestrian mowers, strimmers and hedge cutters.
- Act as a source of knowledge of the various plants that are grown in the gardens and be able to answer queries from visitors and other site staff regarding the gardens.

Post competencies

You will be assessed against these competencies during our selection process.

Core Competencies:

- Delivering excellent Service – Demonstrating a commitment to quality services
- Teamwork - Contributing to and supporting working together
- Planning and Organising - Putting plans and resources in place to achieve results
- Communication - Communicating appropriately and clearly
- Knowledge & Expertise - Applying and developing knowledge and expertise to achieve results - (See below for specific criteria)

Knowledge, skills and experience

You will be required to demonstrate that you meet the requirements and qualifications as part of the selection process.

Essential requirements:

- Have a good knowledge of cultivation methods.
- Be skilled in plant identification.
- Have an awareness of plant pests and diseases along with their treatment.
- Turf maintenance and establishment.
- Experience of using horticultural machinery.

Desirable requirements:

- Full UK driving licence
- Trained to PA1 (Safe Handling & Use) and PA6 (Pedestrian hand-held application) in Pesticide use.



Professional Qualifications & Professional Memberships:

- HNC in horticulture or equivalent

Health Screening:

Given the nature and working environment of this role; a pre-employment health screening will be undertaken for the successful post holder – Any offer of employment will be subject to satisfactory checks.

What we offer

We welcome applications from all nationalities, ensuring that they have the right to work in the UK and applying for a job with us could open the door to a unique work environment. It could also give you job satisfaction and excellent development opportunities, plus a competitive salary, 25 days paid holidays (rising to 30 days after 3 years' service) and 11.5 public holidays a year – pro rata for part time staff.

In addition we offer a great benefits package to our employees which includes:

- flexible working hours
- special leave
- maternity/paternity leave
- adoption leave
- childcare vouchers
- to pay for relevant professional subscriptions
- support for further education and personal development
- study leave for work related courses
- access to a learning resource centre

Health and welfare

We offer you access to:

- our Employee Assistance Programme – for confidential advice and counselling
- an occupational sick pay scheme
- discounts at some local authority leisure facilities
- interest free loans for bicycles (and travel passes)
- As part of our Equalities policy, we will make any reasonable adjustments for staff when needed.

Staff discounts

You will receive:

- free entry to all of our properties (with up to three guests)
- free entry to English Heritage, Manx and Cadw properties
- 20% off purchases in our retail outlets

Season tickets

You can get an advance to help with the cost of buying an annual season ticket for travel between home and work. The advance is then repaid from your salary over the life of the season ticket. Open to all permanent and fixed-term staff.



How to apply for this post

You can apply on-line by visiting our website at <https://applications.historicenvironment.scot/>

Guidance on completing the application can be found in the 'Guidance notes for applicants' document, also available at the above website, which we recommend that you read, in conjunction with this Job Description.

Your application must arrive by the advertised closing date. Please note that when applying online, we will only be able to see your application once you fully submit it.

If you are unable to complete an online application form, please email recruit@hes.scot, quoting the job title and recruitment reference, and we will arrange for an application form to be sent to you.

Please note that, as we operate an electronic recruitment system, we will contact you via the email address that you provide in your application to inform you of the outcome of your application.

For further information about the post, please contact Alan Clark, District Works Manager at alan.clark@hes.scot.

We welcome all applicants from under-represented groups within HES. We know from our [equality monitoring](#) that we need to increase our diversity in terms of ethnicity and disability. We also want to address occupational areas where the ratio is disproportionately in favour of women or men. We ask all applicants to complete the Equality Monitoring section of the recruitment paperwork to help us pursue a diverse and inclusive workforce. In support of our Gaelic language plan we welcome applications from Gaelic speakers.

Human Resources
Historic Environment Scotland