



## Gardener

### Job Description and Person Specification

We are looking for a gardener with experience of working with disabled adults in a community training or social enterprise setting

Location:	Share Garden, Springfield Hospital, London SW17 7DJ
Hours:	21 hours per week, 3 days per week, 7 hours per day
Days:	Flexible, to be agreed with the line manager
Contract:	Permanent
Salary:	£22,500 pro rata, plus 5% pension contribution ( <i>actual salary based on working hours: £13,500 per annum</i> ).
Annual Leave:	25 days per year pro rata, increasing of 1 day per year up to a maximum of 30
Closing date:	29 <sup>th</sup> March 2022
Line Manager:	Florence Hansford – Garden Development Manager

### About us

At Share, we're passionate about the healing power of horticulture. Share Nurseries is a training project for disabled adults. It includes a commercial enterprise that sells plants and takes on outside jobs for work experience. Most of our students and trainee gardeners are people with learning disabilities and/or autism and we also work with people who have mental health difficulties and other needs. We offer a range of training, employment, personal development, and leisure opportunities. We're accredited gold with Investors in People. We won the prestigious award of Employer of the Year at Wandsworth Business Awards 2019, and we are accredited by the National Autistic Society.

Our garden has been based within the grounds of Springfield Hospital, SW17, for over 25 years. The hospital site is undergoing exciting redevelopment, which will include moving Share Garden and Nurseries to a new site within the complex. We are also working with the Streatham Common Cooperative and plan to have regular activities at The Rookery Gardens in SW16.

Share students come to us in order to learn work related skills, build their confidence, develop social skills, make friends, and have new experiences. For some, gaining the nationally recognised qualifications we offer is important. Others are more interested in the therapeutic aspects of working in a garden environment. We support and encourage people to speak up about what's important to them, make connections with other services and organisations, increase understanding of the world, get more involved in community life, and understand their responsibilities.

### **Main responsibilities**

1. To work with groups of students to maintain the Share Garden site, modelling behaviour during activities which will assist the development of their skills and experience in horticulture.
2. To work with the Garden Development Manager and Senior Gardener to ensure student activities keep the garden maintained to a high level
3. To work with the Senior Gardener and our Horticulture Trainer to organise a structured cyclical garden plan in line with the seasons.
4. To feed into the structure for student sessions.
5. To provide landscape skills that can help develop and shape our garden.
6. To support the Share social enterprise by occasional off-site working to complete small horticulture contracts.
7. To record progress using the Share management information system.
8. To ensure adherence to all policies within Share with respect to students and staff on the project.
9. To be responsible for the health, safety and welfare at work for those students within their group.
10. To monitor and maintain occupational competency through training and development as required.
11. To attend and participate in meetings as required by the organisation.
12. To undertake any other tasks that may be reasonably required by the organisation.
13. To contribute to the relocation of the nursery through horticulture advice and guidance.
14. To be willing to work outdoors in all weathers.
15. Flexibility to work on an occasional evening or weekend if needed and occasional out of hours work. For example, to keep plants watered during very hot weather: time off in lieu is given.

### **Educational Qualifications**

Relevant degree/vocational/horticulture qualifications that match the job description or substantial gardening and landscaping experience

### **Experience**

1. Previous experience of working in and maintaining a high-quality garden.
2. Experience of organising and contributing to the success of a small team.
3. Experience of working within a horticultural, conservation or community setting.

4. Experience of ensuring the work environments meet the highest standards in terms of student welfare and safeguarding.

### **Essential Skills**

1. Excellent plant knowledge.
2. Confidence with powered and manual tools.
3. Excellent interpersonal skills and the ability to work in a way that enthuses and motivates students who have barriers to learning, whilst maintaining exceptional levels of warmth and empathy.
4. The ability and willingness to drive, and possession a minibus licence would be an advantage.
5. Good written English and numeracy skills and the proven ability to compose high standard letters and reports.
6. Excellent organisational and IT skills, including the being able to manage day-to-day administration and keep the paperwork relating to students' portfolio development up to date
7. Ability to use a coaching approach to bring out the best in your colleagues and students.

### **Essential Knowledge**

1. Excellent plant, garden and landscaping knowledge – including the production of food crops.
2. Good knowledge of health and safety regarding to the staff, students, environment & tools.

### **Personal Qualities**

1. A strong commitment to working with people from a wide range of ethnic and cultural backgrounds and to the inclusion of disabled people in all aspects of life, including employment.
2. Personal flexibility and resilience, and the ability to work in a way that is adaptable and focused on the needs of each individual student.
3. You'll be someone in whom people trust, and you'll inspire confidence in clients, carers, colleagues and others.
4. The ability to solve problems creatively and manage stressful situations.
5. Able to demonstrate a commitment to and understanding of the principles of equal opportunities in both employment and service delivery.
6. A desire to make a difference, show initiative and contribute to the core values Share Community's mission and values.
7. Outstanding communication, service and people skills.

