

**Person Specification  
Head Gardener (Abbey Gardens)  
Band 4**

Criteria	Attributes	Method of assessment
<b>Knowledge</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Understanding of horticultural tasks performed throughout the year</li> <li>• Understanding of the importance of health and safety and its application in a public park setting</li> <li>• Understands the importance of providing good customer service.</li> <li>• Understanding of horticultural principles and practice</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Play equipment inspection or willing to undertake the relevant training</li> </ul>	Application and interview
<b>Experience</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Experience of working in a team environment</li> <li>• Experience in dealing with people in a wide range of different scenarios including with those causing anti-social behaviour.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Working with volunteers and community groups</li> <li>• Being responsible for public safety.</li> <li>• Experience of working in a public park/green spaces environment</li> </ul>	Application and interview
<b>Skills and abilities</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Good team player</li> <li>• Able to use a wide range of horticultural equipment and machinery</li> <li>• Have a strong customer service focus.</li> <li>• Ability to prioritise and execute tasks and</li> </ul>	Application and interview

	<p>make sound decisions.</p> <ul style="list-style-type: none"> <li>• Flexible approach and willingness to acquire new skills.</li> <li>• Positive response to change.</li> <li>• Highly self-motivated and directed.</li> <li>• Competent in carrying out horticultural operations such as planting, pruning, hedge trimming</li> <li>• A basic competence in the use of IT.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Experience of using handheld power tools, such as strimmers, blowers and hedge cutting equipment.</li> </ul>	
<b>Qualifications</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Horticultural qualification</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• First aid at work trained or willing to undertake the relevant training</li> <li>• NPTC Level 2 Award in Safe Use of Pesticides (formerly PA1/PA6A) or willing to undertake the relevant training.</li> </ul>	Application and documentary evidence
<b>Other</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Category B driving licence.</li> </ul>	Application and documentary evidence

**June 2025**