



ADUR & WORTHING
COUNCILS
Environmental Services

Person Specification

Authority	Adur District Council / Worthing Borough Council
Directorate/Division	Communities / Environmental Services
Section	Parks and Foreshore
Location of work	Highdown Gardens
Post Title	Grounds Maintenance Craft Gardener
Post Number	TBC
Accountable To	Highdown Garden Senior Gardener
Management Responsibility For	None
Authority to Liaise With	<u>Internal</u> 1) Colleagues in Parks and Foreshore 2) Colleagues in other departments of the Councils. <u>External</u> 1) General public (park and service users) 2) Contractors and Clients 3) Volunteer and community groups

Area	Requirements	
	Essential	Desirable
Qualifications	GCSE Maths and English grade C or above (or equivalent qualification) A college Diploma in Horticulture or demonstrable equivalent knowledge. Full current driving licence with B entitlement First Aider at Work Qualified	Full current driving licence with B+E entitlement

	PA1/PA6 chemical spraying certification.	
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Knowledge & Experience		
Technical Knowledge	<ul style="list-style-type: none"> • Demonstrable practical skills in horticulture with the ability to competently maintain flower beds and wildflower plantings, skills in Arboricultural techniques, pruning of woody shrubs and climbers, plant and weed identification, pest and disease identification and control, soil management and turf culture. • Sound knowledge of basic tool and machinery use and maintenance • Practical knowledge of Health and Safety processes and procedures and the ability to work effectively within these processes. • Health and Safety COSHH training and understanding of current Health & Safety legislation. 	<ul style="list-style-type: none"> • Experience in general amenity gardening.
Skills		
Communication/ relationship	<ul style="list-style-type: none"> • Ability to communicate with the public at all levels and interact positively regarding enquiries relating to horticultural matters, and able to represent the Parks department. • Able to supervise and lead small working groups and pass on skills in horticulture to work colleagues, volunteers and community groups. 	
Analytical/ judgmental	<ul style="list-style-type: none"> • Excellent level of attention to detail in order to carry out appropriate pruning and horticultural tasks to a quality standard using best practice guidelines. • Able to follow maps and planting plans. 	<ul style="list-style-type: none"> • Experience of working in gardens open to the public.

	<ul style="list-style-type: none"> • Awareness of Health and Safety, especially responsibilities under the Health and Safety at Work Act. 	
Planning/ organisational	<ul style="list-style-type: none"> • Able to work on own initiative. • Good organisational and time-management skills - including the ability to prioritise work where necessary. 	
IT	Must be competent in the use of Smartphone and email systems.	
Abilities		
Physical	<p>Must be able to work within a physical role which will include lifting heavy items, being on your feet and carrying out physical tasks throughout the whole day.</p> <p>Must be able to access sites in all weathers.</p>	
Mental		
Emotional		
Working conditions	Outside, all weathers, can be dirty / dusty.	
Other		

Person Specification agreed by:

Post holder: <i>(print name)</i>	
Signature:	
Date:	

Line Manager: <i>(print name)</i>	
Signature:	
Date:	
Executive Head of Service: <i>(print name)</i>	
Signature:	
Date:	