

**DORCHESTER TOWN COUNCIL
PERSON SPECIFICATION**

Job Title: Skilled Gardener

QUALITY	ESSENTIAL	DESIRABLE
1. Qualifications	NVQ Level 3 in Horticulture, extended apprenticeship or equivalent, alternatively extensive practical experience.	Educated to GCSE Level in English/Maths Supervisory qualification. Tree inspection qualification. Advanced Horticultural qualifications
2. Related experience including voluntary work	Minimum of 5 years Horticultural experience, preferably working in a public environment. A good knowledge of Health and Safety in the working environment. Experience of dealing with the public Experience of working on own initiative and as part of a team. Plant production and horticultural practices, Staff Supervision.	Extensive propagation and nursery production experience. Previously working in a similar post and environment. Tree inspection experience. Holding open days/events in gardens /parks.
3. Skills and Abilities	Good organisational skills. Able to prioritise own workload and the work of allocated staff. Able to meet strict deadlines. Experience of Flexible working. Team working skills. Plant propagation skills. Shrub pruning and maintenance skills. Wide range of horticultural skills. Skilled in the use of a wide range of horticultural equipment and machinery	Use of electronic notebooks/work pads. Supervising volunteers and placements. Production of carpet bedding and/or formal bedding displays.

<p>4. Knowledge</p>	<p>Full driving licence holder Certificates for safe use of Hand mowers and Brush cutter, Manual Handling training. Operation of ride on mowers. A full understanding of health and safety at work requirements. In depth knowledge of horticultural principles and practices.</p>	<p>Safe use of chainsaw certificate Tractor driving Certificate. Safe use of hedge trimmer certificate First aid qualification PA1 & PA6a spraying certificates.</p>
<p>5. Personal Qualities</p>	<p>Good decision maker Able to establish effective teamwork with a highly flexible approach. Personal warmth and friendly responsive approach to colleagues and members of the public at all levels. Able to work effectively under pressure. Self-reliant, open and honest. Practical and common sense approach to problem solving. Trustworthy with confidential information. Receptive to new ideas. A keen sense of personal responsibility and the need to lead by example. An advanced awareness of the importance of delivery high quality work.</p>	<p>Able to contribute to the further development of the Gardens. Familiar with flexible working methods.</p>

6. Other	<p>This post currently involves routine weekend working half days Sat and Sun. approx. 1 week in 4 which is classed as paid non-contractual overtime.</p> <p>You will be required to train as a first aider.</p>	<p>Occasional additional non-routine overtime working will be required to cover any major incident or event.</p>
7. Things to consider	<p>This post is an outdoors based role. You will be required to work outside in all-weather types, appropriate protective clothing will be supplied and it is expected it will be used/ worn.</p> <p>There are relatively early morning starts (usually by 07:30) and you must to get to site on time to start work promptly.</p> <p>There are hazards associated with this type of work for which you will be trained to be aware. Working procedures control these hazards and you will be expected to follow those procedures and apply them to any staff allocated to you. You will be expected to carryout physically demanding tasks as part of your normal working routine.</p> <p>Some tasks are repetitive, and you will need developed skills to overcome the occasional repetitive tasks and avoid becoming bored.</p>	