

Senior Gardener – Grade 7

Job purpose

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead, so we are always looking for better and smarter ways to work. The vision is to provide quality 'joined up' services that focus on the whole street environment, from parks and communal areas to roads, pavements, and schools to ensure neighborhoods are welcoming, attractive, and successful.

As a Senior Gardener you will be responsible for a broad range of horticultural/ landscape maintenance operations within an area and for meeting predetermined target frequencies as required. You may also be required to supervise staff such as Gardeners and Assistant Gardeners and will have increased responsibilities for resources. You will illustrate through your work a greater understanding of horticultural techniques and practices to carry out a wide range of horticultural maintenance works, and hard and soft landscape works with minimal supervision.

You will build and maintain effective working relationships and communication and be a representative of Environment Services with customers and internal and external clients.

As the role is undertaken outdoors you must be prepared to work in all weather conditions. The physical nature of the role requires you to be able to bend, lift, climb, and work at heights as well as requirements for driving. You may also be required to undertake the standard medical screening and any other medical screening as decided by the Occupational Health Physician.

This role is based within [Environment and Climate Change](#). Find out more about [working for Kirklees](#).

Key areas of responsibility

- Horticultural maintenance work, including grass cutting, hedge trimming, weeding, clearance of leaves and litter is undertaken to the highest standards, consistently. The Parks and Open Spaces buildings and equipment are kept clean and tidy and secure.
- Landscape improvement and renovation work, maintenance, setting out and marking out of sports sites and fine turf is undertaken as required to a high professional standard.
- Hand tools, powered hand tools and small horticultural machines are operated, and responsibility is taken for basic maintenance of machinery, reporting faults and repairs, and ensuring equipment works efficiently, effectively and within vibration limits.
- Effective communication with general public and other Parks and Open Spaces employees on day-to-day issues to deliver service objectives.
- Work is undertaken within controls identified in risk assessments, following safe systems of work to ensure a safe environment for employees, service users and members of the public.
- Motor Triple and associated machinery is operated, and responsibility taken for daily maintenance and adherence to service intervals. Drive other vehicles such as Land rovers.

- Plans, site preparation and construction information are interpreted and acted upon consistently. Site, materials, plant, and resources are kept secure.
- Supervisory responsibility is taken for staff and resources, ensuring effective team working through a flexible approach to work. On the job training is provided to less experienced staff. Deputising for Chargehand when required.
- Effective planning of workloads is supported, and workloads/resources organised with consideration of all essential issues, client, stakeholder, and service objectives.
- Timesheets and other records for work practices, maintenance and health and safety are completed as required, using manual and computerised systems, as necessary.
- The Service uniform and personal protective equipment (in accordance with the appropriate health and safety legislation and manufacturer's instructions) must always be worn when undertaking gardening duties. The Service uniform must be kept presentable.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills, and experience	Shortlisting criteria
Ability to carry out a broad range of horticultural/landscape maintenance operations	Essential
Hold a full driving licence in order to drive appropriate vehicles and have the ability to pass the Kirklees Drivers Assessment. Also, ideally hold categories C & E on a driving licence or a willingness to undertake training to achieve this.	Essential
Recent experience of driving motor triples and associated machinery.	Essential
Possess NVQ Level 3 within horticulture or equivalent qualification, or ability to demonstrate ability to work to this level.	Essential
Food and Environmental and Protection Act (FEPA) Pesticides Application 1 and 6a qualifications.	Essential
Ability to interpret plans, setting out site preparation and implementation.	Essential

Knowledge, qualifications, skills, and experience	Shortlisting criteria
Completion of Motor Triple Driver Training Course and working knowledge of motor triple maintenance requirements.	Essential
Ability to carry out supervisory duties, train, coach and provide guidance to staff on horticultural operations, procedures, and service expectations.	Essential
Accepts a basic DBS check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential
Willing to undertake work patterns which require flexibility, working longer days during the summer season and to work any 5 days out of 7.	Essential
Accepts medical screening and any other screening appropriate to occupational risk will be required to ensure you are able to carry out physically demanding work including bending, lifting, and working at heights and walking for considerable periods and driving.	Essential

Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 2. Find out more about [Council Behaviours and Expectations](#).

General information

See your responsibilities related to [Safeguarding](#).

Driving licence or able to travel independently across Kirklees, exceptions maybe made for disabled candidates.

DBS check at the appropriate level

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience, and grade of this job.

For Office Use Only:

Job Category	Parks & Greenspaces	Grading ID	2100
Job ID	80101063	Last Updated	June 2020
Job Focus	No	Career Progression	No

Contractual Variants

DBS Category	Other	DBS Type	Basic
Health Check	Yes	Politically Restricted	No
24/7 working	No	Public Holidays	No
Night Working	No	Alternating Pattern	No
Standby	No	Other	No
Checked by HR	M Lunn		