

Gardener – Grade 6

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 neighbourhoods are welcoming, attractive, and successful.

As a gardener you will be responsible for a range of horticultural/landscape maintenance operations within an area and for meeting predetermined target frequencies as required. You will also be required to illustrate through your work an understanding of horticultural techniques and practices to carry out a wide range of horticultural maintenance works and hard and soft landscape works.

You will build and maintain effective working relationships and communication and be a representative of Highways and Streetscene presenting a positive image of the service to 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 crawl, work at heights and in awkward spaces. You may also be required to undertake the standard medical screening and any other medical screening as decided by the Occupational Health Physician.

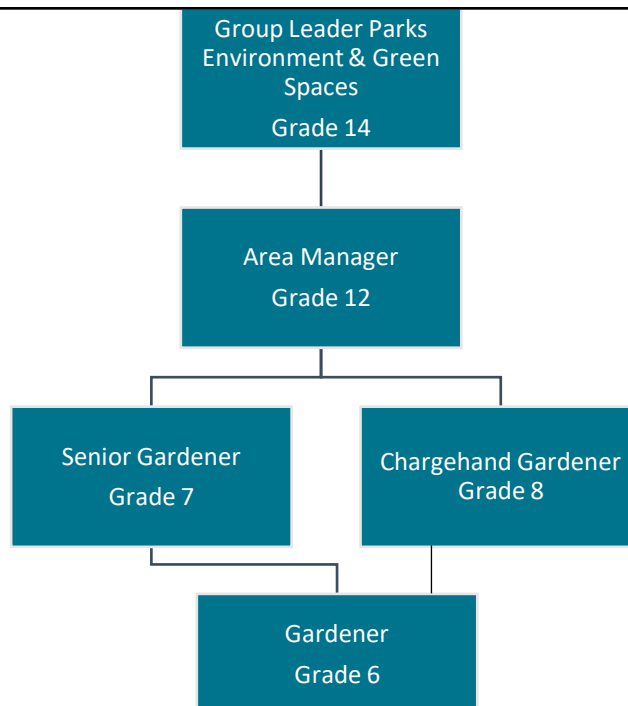
This role is based within [Environment and Climate Change](#). Find out more about [working for Kirklees](#).

Key areas of responsibility

- General maintenance work, including grass cutting, hedge trimming, weeding, clearance of leaves and litter is undertaken to the highest standards, consistently. The Parks and Greenspaces, buildings and equipment are kept clean and tidy.
- General landscape improvement and renovation work, maintenance, setting out and marking out of sports sites and fine turf is undertaken as directed.
- Horticultural operations are completed as required, e.g., planting, pruning, seeding, tree care and chemical treatment.
- 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 the general public and other Parks and Open Spaces employees on day-to-day issues to deliver service objectives.

- Service vehicles including mini tractor accessories and equipment, ride on mowing machinery, dumpers, vans, and trailers are operated in line with Health and Safety and all other regulations.
- 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.
- Effective team working is supported through a flexible approach to work, covering colleagues on sickness/holiday absence, assisting other team members as required, including providing on the job training to new and less experienced staff.
- Plans, site preparation and construction information are interpreted and acted upon consistently.
- Site, materials, plant, and resources and buildings are kept secure.
- Where required, guidance and training are given to less experienced members of staff, for example trainees, Assistant Gardeners, and other assigned employees.
- 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
Experience of carrying out a range of horticultural/landscape maintenance operations, including the use of hand and power tools.	Essential
Hold a full driving licence to drive appropriate vehicles and have the ability to pass the Kirklees Drivers Assessment.	Essential
Also, ideally hold categories C & E on a driving licence or a willingness to undertake training to achieve this.	Desirable
Ideally possess NVQ Level 2 within horticulture or equivalent qualification or 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
Good standard of literacy and numeracy to complete various records and perform basic calculations.	Essential
Understanding of Health and Safety at Work as it relates to this post.	Essential
Basic supervision and coaching skills.	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, working at heights, walking for considerable periods, use of hand and power tools and driving.	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

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 1. Find out more about [Council Behaviours and Expectations](#).

General information

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

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	1050
Job ID	80100583	Last Updated	08 March 2021
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	Seasonal
Checked by HR	MM 8 March 2021		