



Role Profile

Job Title	Horticultural Trainee
Position	Fixed Term Contract – 18 months
Hours	Full-time 35 hours per week
Holidays	33 days including public holidays
Manager	Deputy Head of Plant Collections (DHPC)
Location	Chelsea Physic Garden, 66 Royal Hospital Road, London SW3 4HS

1. Equal Opportunities

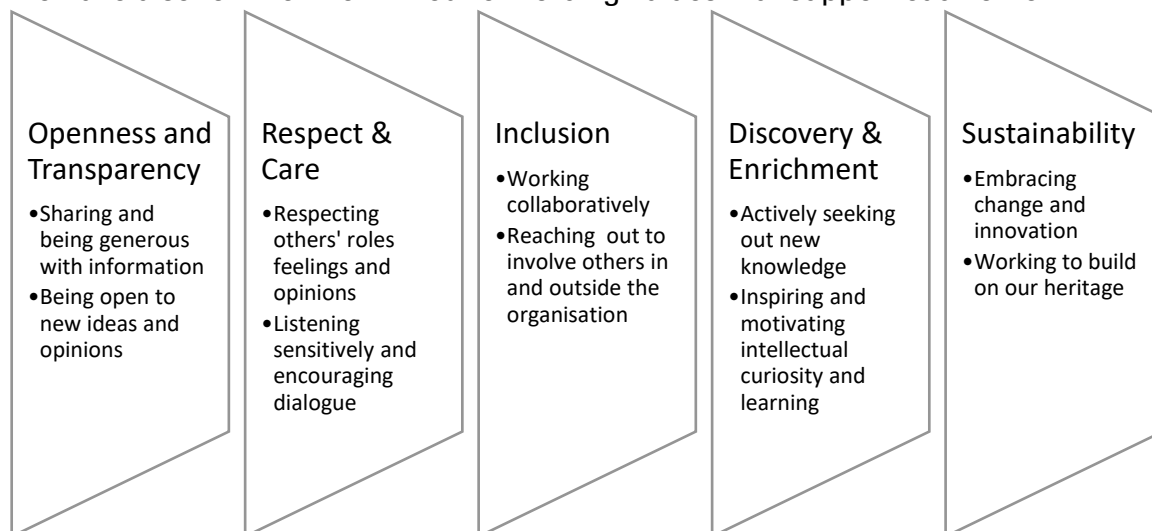
Chelsea Physic Garden is a place for everyone. As an equal opportunities' employer, Chelsea Physic Garden is committed to championing equality, diversity, and inclusion in our workplace. If you meet the Person specification, we encourage your application whatever your age, disability, gender, gender identity, race, religion or belief, sexual orientation or socio-economic background.

2. About Chelsea Physic Garden

Chelsea Physic Garden (CPG) is an independent charity set up in 1983 to promote and preserve the four-acre garden of the same name. The charity's mission is to demonstrate the medicinal, economic, cultural and environmental importance of plants to the survival and wellbeing of humankind. We are open to visitors six-days a week, eleven months of the year. There has been a teaching Garden on our site since 1673, and today we hope that all our visitors leave inspired, having learnt something new.

3. Our Values

We have a set of five inter-linked reinforcing values that support each other



4. About the Role

This paid traineeship will encompass 18 months working alongside our team of experienced gardeners, volunteers, and a wider team of experts, learning skills relevant to both botanical and amenity horticulture.

During the placement, the Trainee will be offered the time and support to study for the RHS Level 2 Certificate in the Principles of Horticulture (or a comparable formal qualification). They will also be offered the opportunity to study for and take the PA1 and PA6a Safe Use of Pesticides qualification. You will also benefit from Plant identification assessments and complete a Trainee Project in the Garden.

This role gives the Trainee a chance to gain practical horticultural experience both outdoors and inside the glasshouses while working in a small botanic garden with a diverse plant collection. Most Trainee time is practical, on the job training giving you a chance to hone your horticultural practice.

This Trainee position is aimed at candidates with a basic level of professional or voluntary experience in maintenance gardening or similar. Applicants should enjoy working physically in all weathers with early starts. We encourage applications from people from all backgrounds, experiences, ages and communities.

5. Key areas of responsibility

The aim is for the Trainee to have the skills and experience to seek employment in this sector by the end of the traineeship.

This will be achieved by the Trainee being shown and given instruction and guidance in practical horticulture (gardening). They will work in the garden outside doing jobs that will include; border and path maintenance, pruning, mulching, compost turning, plant staking, turf care and machinery use. They will have an introduction to plant records. They will work in the glasshouses doing jobs that will include; watering, feeding, growing new plants from seeds and cuttings, pruning, ventilation and pest control.

They will be able to increase their plant knowledge and identification skills by taking part in weekly plant identification sessions that are tailored to their stage of learning and development. They will have time allocated so that they can complete a work diary to help combine their learning and practical experience. They will have dedicated time to complete an RHS level 2 qualification (or similar).

Outcome:

At the end of the traineeship, the Trainee will have gained a wide range of practical gardening skills and knowledge. They will have experience of working in a team and of working in a Garden that is open to the public. They will have gained an understanding of the importance of Health and Safety in the workplace, biosecurity within a botanic garden and experience of working in a professional garden that complies with all relevant regulations. They will have received training in and an understanding of the importance of COSHH (Control of Substances Hazardous to Health) to gain a pesticides qualification. They will be able to evidence a record of working full-time and being able to take on responsibilities. They will have undertaken formal training in an RHS Level 2 qualification (or similar).

6. Person Specification

Knowledge Skills and Experience	Essential/ Desirable
Demonstrable interest in plants and gardening	E
Ability to grasp and apply newly obtained knowledge in a practical setting	E
Some previous gardening experience	E
An enthusiastic person who is committed to a career in horticulture and is willing to get involved in all aspects of gardening	E
Willing to work towards a recognised Level 2 horticultural qualification on a remote basis and proficient IT skills to support this	E
Willing to garden in all weathers	E

7. Competency Framework

We have a set of eight competencies that are common to all employees and within the framework each competency has four levels which relate to the level at which individual roles need to operate (1 being the 'starter' or baseline level). The competency assessment for this role is set out below and more information will be provided to support this assessment.

	Competency	Descriptor	Level for this role
1	Leadership	Setting the pace and behaving with integrity	1
2	People Management	Making clear what you expect and what is to be achieved; enabling and supporting your staff to deliver	1
3	Analysis and use of Evidence	Collecting, analysing and using information and evidence, assessing risk and taking decisions	1
4	Communication	Communicating with colleagues, visitors and stakeholders	1
5	Collaborative Working	Working together with people within and outside of CPG to help us achieve our goals	1
6	Delivering Results	Organising and managing the work to deliver results	1
7	Using and Managing Resources	Using resources cost effectively	1
8	Know How	The knowledge, skills and expertise you need to do your job and help others to do theirs	1

8. Terms and Conditions

The post holder will work an average 35 hours per week over five days. The horticultural team's working hours differ during the summer season (March-August) at 39 hours per week and the winter season (September-February) at 31 hours per week. Following training the post holder will take part in the roster of weekend working for which time off in lieu is given.

The Garden operates a salary exchange pension scheme currently with Royal London which means that your gross salary is reduced by the amount of pension contribution made by the employer and employee which is then paid directly into your pension. The equivalent contribution rates are 6% employer and 3% employee at the end of the probationary period.