



Person Specification

Job Title

Estates Groundskeeper

Qualifications



Essential

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| 1. A Horticulture, Greenkeeping or Landscaping qualification (e.g. NVQ 2/3, RHS 2) or equivalent experience. | A |
| 2. Full, clean UK Driving Licence | A |

Desirable

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| 3. Safe use of pesticides/herbicides certifications (e.g., PA1 / PA6) | A |
| 4. Chainsaw maintenance & cross-cutting qualification NPTC/LANTRA | A |
| 5. Formal health and safety training (e.g., IOSH Working Safely) | A |

Key skills

Essential

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| 1. Leadership: Excellent skills to motivate and manage volunteers and community partners. | A/I |
| 2. Creative Flair: Generate original landscape ideas and designs. Ability to create a realistic and inspiring 5-year development plan. | A/I |
| 3. Physical Fitness: Capability to perform strenuous outdoor manual labour | A/I |
| 4. Time Management: Ability to self-manage a seasonal workload | A/I |

Desirable

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| 1. Competence in basic timber repairs, plumbing/filtration checks for ponds, or setting up external holiday lighting/electrical displays. | A/I |
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Experience

Essential

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| 1. Proven experience working in a similar professional gardening, greenkeeping, or commercial grounds maintenance role. | A/I |
| 2. Demonstrated experience in the safe operation and basic maintenance of commercial grounds machinery and tools. | A/I |
| 3. Experience in basic hardscape and infrastructure maintenance | A/I |

Desirable

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| 1. Experience working within an educational campus, estate, or public park environment. | A/I |
| 2. Previous experience maintaining sports pitches (specifically artificial or natural turf brushing and aeration regimes). | A/I |
| 3. Basic understanding of Biodiversity Net Gain (BNG) concepts | A/I |

Knowledge

Essential

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| 1. Basic Health & Safety knowledge | A/I |
| 2. Good level of written communication | A |
| 3. Basic IT Skills | A/I |

Other personal requirements

Essential

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| 1. Approachable and helpful | I |
| 2. Able to effectively manage a varied workload | A/I |

✓ How we intend to assess your match with our person specification

A Application Form

C Assessment Centre

I Interview