

R A B Y

RABY ESTATES

HEAD GARDENER

ROLE SPECIFICATION

The Raby Estate comprises landholdings and trading operations in Co Durham and Shropshire that are owned by Lord Barnard. Raby Estate business operations include in-house farms, let farms and residential property, visitor attractions and sporting enterprises across three Estates.

Raby plays a major role in supporting local communities through job creation, investment and conservation of the built and natural environment.

Raby has a busy Leisure and Tourism department which operates the two successful visitor attractions of Raby Castle and High Force Waterfall along with the associated hospitality offer. There is a very busy events schedule throughout the year with a huge focus on the Christmas period.

There is an exciting and ambitious strategy to develop Leisure and Tourism interests at Raby which includes the development of a leading visitor destination at Raby Castle, Park and Gardens including a new bespoke play area, redevelopment of the walled garden and the repurposing of historic buildings to the north to create a mixed-use leisure and commercial site

To support these aims and to allow for the expansion of the garden and landscape team, Raby has decided to create the new position of Head Gardener.

Job Specification

Job Title:	Head Gardener
Responsible to:	Claire Jones, Head of Leisure and Tourism (L&T)
Liaising with:	Lord and Lady Barnard, L&T Managers, Heads of Department and other colleagues
Hours:	Full-Time

Job Requirements

- Superb skills and experience in a similar role – a minimum of 2 years working at management level and experience of working in a garden open to the public
- RHS level 2/ RHS level 3 or equivalent qualification
- Strong leadership skills and experience of recruiting and developing a new team.
- A strong, confident communicator, able to adapt communication style for different audiences varying from estate employees to members of the public, whilst hosting horticultural talks and tours
- Flexible approach to duties undertaken
- Customer focussed and confident, engaging with staff, volunteers, stakeholders and visitors

- Confident in building effective relationships with key stakeholders, media representatives, and other industry specific organisations
- Experience of sharing skills; coaching and mentoring teams to deliver great results, including volunteers
- Ability to work within a team or on own initiative as required
- An ability to manage budgets effectively
- Competence in all relevant areas of health and safety
- Effective communication and organisational skills
- Honesty and a high level of integrity
- Enthusiasm, creativity, and an ability to objectively review opportunities and ideas
- Strong attention to detail, a creative eye and flair for design
- Systematic and cheerful approach with a 'can do' attitude
- Passionate, inspirational, and dedicated – this is an incredibly demanding and fast paced role, where it is essential to inspire others and take them with you

Responsibilities

- Management of the Gardens and landscaping team
- Recruitment and development of an expanded team
- Achieving the highest levels of presentation in all public spaces
- Providing engaging interpretation of the Walled Garden for members of the public through effective team engagement, special events and talks.
- Working effectively with other L&T managers to achieve budgeted revenue, footfall and customer satisfaction
- Financial reporting for the gardens department
- Control of costs including payroll, purchasing, and maintenance spend
- Preparation of annual plans for care and maintenance of the gardens and landscape, overseeing the effective execution of those plans
- Safeguarding of the historic features and planting within the Walled Garden
- Ensuring compliance with all policies and health and safety legislation
- Management of third-party suppliers, ensuring quality, consistency, and value for money
- Engaging with key stakeholders and partner organisations to maximise opportunities for promotion of the Estate and its attractions
- Regular attendance and participation at management meetings
- To carry out any other task requested by managers or Lord and Lady Barnard.