

Gardening Apprentice Team Member– Job Description

Job Description	
Department:	Gardening Team
Location:	Lower Mill Estate
Post Title:	Gardener Apprentice
Contract Type:	Permanent – Full Time
Level/Salary Range:	£ 18,424.64 p/a
Posts Responsible to:	Gardening team leader
Posts Responsible for:	
Job Purpose:	
<p>We are seeking an enthusiastic and motivated Apprentice Gardener to join our dedicated gardening team. This role provides an excellent opportunity to learn and develop gardening skills while working on a 550-acre site in the beautiful Cotswolds Waterpark.</p>	
<p>The Lower Mill Estate features private residences, communal areas, a polytunnel, orchard, allotment, lakes, and a rolling nature reserve. You will gain hands-on experience in maintaining and improving our outdoor spaces, while contributing to our commitment to ecology and the environment.</p>	

Learning Objectives and Development

As an Apprentice Gardener, you will:

- Work alongside experienced gardeners who will mentor and guide you.
- Learn key gardening tasks, including planting, pruning, weeding, and lawn care.
- Develop knowledge of native plants, pest and disease identification, and ecological practices.
- Gain experience using gardening tools and machinery safely.
- Understand health and safety practices in the workplace.
- Receive support to achieve relevant qualifications in horticulture.

Key Responsibilities

Under supervision, you will assist with:

- Basic gardening tasks such as weeding, planting, watering, and pruning.
- Maintaining lawns, flower beds, and hedges.
- Propagating and cultivating plants in the poly tunnel and nursery.
- Learning to use tools and light machinery such as mowers and strimmers.
- Keeping outdoor areas clean and litter-free.
- Helping with composting, record-keeping, and simple irrigation systems.
- Supporting the team in promoting wildlife and nature conservation across the estate.

You will also be encouraged to develop communication and teamwork skills by working closely with colleagues, contractors, residents, and visitors.

Additional Information

- Working Hours: Monday to Friday, 07:30 am – 4:30 pm (some flexibility may be required).
- Equipment and safety training will be provided.
- Apprenticeship program includes time for study and assessments to achieve your qualifications.

This is a fantastic opportunity to start your career in horticulture, learn new skills, and contribute to a beautiful and ecologically significant estate.

Person Specification (Gardener Apprentice)

Criteria	Essential	Desirable	How to be assessed
Qualifications, Knowledge, and Experience:	<ul style="list-style-type: none"> • Enthusiastic and willing to learn. • A genuine interest in gardening, nature, and outdoor work. • Good physical fitness for practical tasks. • A positive attitude and punctuality. • Basic understanding of health and safety. 	<ul style="list-style-type: none"> • GCSEs in relevant subjects (e.g., biology or environmental science). • Some prior experience in gardening or outdoor work. • A willingness to gain a driving license if required. 	CV / Application Interview / Certificates
Communications	<ul style="list-style-type: none"> • Good communication skills showing sensitivity and understanding 		CV / Application Interview
Planning and Organising	<ul style="list-style-type: none"> • To be able to manage your time efficiently and effectively. 		CV / Application Interview

Problem Solver	<ul style="list-style-type: none"> • To show patience and able to remain calm in stressful situations 		CV / Application Interview
Teamwork	<ul style="list-style-type: none"> • Enjoys working within a team, working inclusively and collaboratively, and facilitating cross-functional working 		CV / Application Interview
Other Skills and Behaviours: (to be applied to all roles)	<ul style="list-style-type: none"> • Meets the values of the business: <ul style="list-style-type: none"> • Happiness <ul style="list-style-type: none"> • Having fun • Work life balance • Harmony <ul style="list-style-type: none"> • Reduce the impact we have on the environment • Raise the profile of environmental actions • Support <ul style="list-style-type: none"> • Celebrate successes • Value and respect diversity and inclusion • Accountability <ul style="list-style-type: none"> • Encouraging curiosity and innovation • Listening and learning to respond and improve our business • Commitment to working to our Customer Services charter 		CV / Application Interview