



Job title: Grounds and Gardens Technician - Experienced Gardener

Location: The Odney Club	Lines of business or shared capability area: Horticulture
Reports to: Manager, Grounds & Gardens	
People Management: No ▾ Assignment Management: No ▾	
Partnership Level: Partnership level 9	Manager's Partnership level: Partnership level 8
Number of direct reports: 0	Partnership level(s) of direct reports: None ▾

About the John Lewis Partnership

The Partnership is the UK's largest employee-owned business and home to our two well-loved retail brands - John Lewis & Partners and Waitrose & Partners, as well as expanding into new areas beyond retail.

We aren't an ordinary business though. The Partnership is different because everyone who works here isn't just an employee. We are Partners, with a shared responsibility for our success, and we share the rewards when we're successful.

Everything we do is powered by our unique purpose: **Working in Partnership for a happier world.** Our Purpose inspires our principles, drives our decisions and acts as our guide, so that everything we do contributes to Happier People, Happier Business and a Happier World.

Critical purpose of the role

Working closely with the Grounds and Gardens Manager, planning and implementing improvements to the formal gardens. As well as working with the wider Grounds and Gardens team, and deputising for the Grounds and Gardens Manager in their absence. The primary responsibility of the role will be to maintain formal beds and borders, kitchen gardens and grounds, lakes and woodland. Delivering high standards throughout to enhance the reputation of the Estate, providing an excellent visitor experience.

Through your Professionalism, you will have the opportunity to develop and stretch personally and professionally to achieve your potential.

The Partnership supports agile and flexible working practices, such as when, where and how we work. We have several different ways to work flexibly, including part-time, flexible or compressed hours, and job sharing. Head office areas also support a blended working approach.

We celebrate diversity and inclusion in the John Lewis Partnership and we are committed to becoming the UK's most inclusive business, reflecting and connecting with the diverse communities that we serve.



Primary Outcomes & Accountabilities

- Assisting with sowing, propagation and cultivation of plants, shrubs and trees
- Knowledge and understanding of the way in which we care for, manage and develop identified garden areas, including soil cultivation, digging, forking, mulching, watering, raking, weeding, edging, pruning, seed sowing, bed preparation and planting.
- Adopt an environmentally sustainable approach to all grounds and gardens activities across the estate.
- Compliance with legislative and health & safety requirements for the grounds and gardens department, for example use of mechanical equipment and hand tools
- Maintain servicing and service records of machinery and equipment
- Deliver agreed key performance measures for grounds and gardens.
- Follow work schedules for the department to effectively deliver seasonal work plans to deliver maintenance and project priorities
- Ensure compliance with statutory training requirements and compliance with relevant industry codes of practice and Health and Safety requirements
- Continuous improvement and maintenance of the Gardens and Grounds and associated amenities, ensuring all are maintained and presented to the required standards at all times and in line with operational demand
- Demonstrate flexibility to support across other areas of the Estate when required
- Implement Horticultural and associated maintenance tasks
- Communicate with visitors to the Gardens, answering relevant questions.
- Mentor partners, improving their basic horticulture skills
- Support Garden / Estate events as required, which may involve occasional extra hours at weekends and evenings
- 1 in 6 Weekend Rota (3hrs Sat & Sun)

Measures of success

- Line manager and Partner feedback.
- Visitor feedback on delivering a first rate guest experience.
- H&S safety audit scores.

Skills

- Maintaining and developing seasonal gardens (inc water and commercial kitchen gardens)
- Competency in Horticulture and garden management
- Proven competency in the operation and maintenance of grounds and garden machinery and equipment.
- Setting, agreeing and completing individual deadlines with People Manager



Qualifications & Experience (where applicable)

Essential

- Relevant experience of working within a Gardens or Grounds Team
- NVQ Level 2 or Equivalent in Professional Horticulture
- Experience of working in a commercial greenhouses / kitchen gardens
- Attention to detail
- Full Driving Licence

Desirable

- Certificate in Chainsaw use NPTC CS30 / CS31
- Certificate in Safe use of Pesticides NPTC PA1, PA2, PA6
- Trailer Licence
- CPCS 360 Excavator A5

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