



Royal  
Botanic Garden  
Edinburgh

# Director of Horticulture

Royal Botanic Garden Edinburgh  
Recruitment Pack 2022

“All life depends on plants. They sustain whole ecosystems, feed us, keep us healthy, stimulate our minds, and nurture our wellbeing. And yet, the Earth’s rich diversity of plant life is rapidly disappearing. At a time when 40% of the world’s plant species are at risk from extinction our work is more important than ever”.

Simon Milne MBE FRSE

Regius Keeper, Royal Botanic Garden Edinburgh

# Who we are

The Royal Botanic Garden Edinburgh (RBGE) explores, conserves, and explains the world of plants for a better future.

RBGE is a world leading botanical institute and international visitor attraction taking positive action for plants and people; from local communities across Scotland, to more than 40 countries around the world. Our priority is to tackle the biodiversity crisis and the climate emergency, and support the conservation and sustainable use of biodiversity. Our work builds on over 350 years of history as a scientific botanic garden, a centre of education, the internationally important botanical collections in our care, and our extensive international partnerships.

Our four Scottish gardens – Benmore, Dawyck, Logan and Edinburgh – attract over a million visitors every year. Together, these gardens comprise one of the richest plant collections on earth. As a registered Scottish charity, the Royal Botanic Garden Edinburgh is funded principally by the Scottish Government – but as an organisation, we are very much global.

More details on our plans can be found at:

[rbge.org.uk/about-us/who-we-are/corporate-information/](https://rbge.org.uk/about-us/who-we-are/corporate-information/)



# Who you are

You will have a passion for plants and an excellent track record in the efficient and inspired management and development of a major botanical collection or garden, with a thirst for achieving very high standards of curation, cultivation and presentation. You will excel at maintaining and developing a living collection to meet the needs of research, conservation and education programmes, for inspiring and delighting visitors, and developing income.

You will be innovative in your approach and strive to ensure that your organisation is a market leader, maintains a culture of excellence and embraces and delivers change in response to the interrelated challenges of biodiversity loss and climate change.

Public speaking, media and ambassadorial assignments will excite you and you will be adept at influencing and inspiring a wide range of stakeholders. You will be good at establishing and sustaining local, national, and international collaborations and comfortable operating across diverse cultures.

A team player and inspirational leader, you will be a champion for careers in horticulture and take pride in the welfare, inclusivity and development of your team and inspiring the next generation of leaders in horticulture. As a member of an Executive Team, you will enjoy playing a significant role in the leadership of your organisation and the fulfilment of its mission.



# Job Description

## Purpose

The Director of Horticulture is responsible to the Regius Keeper for maintaining, advancing, and championing one of the world's leading plant collections, and leading the strategic, innovative, and collaborative development of horticulture to meet the RBGE's mission to explore, conserve and explain the world of plants for a better future.

## Main Duties

### Leadership and Management

- To lead, manage and develop the Horticulture division to achieve excellence in horticulture in the National Botanical Collection across four RBGE sites and in a variety of partnerships and shared projects, and to meet RBGE's primary operational objectives to:
  - Unlock knowledge and understanding of plants and fungi for the benefit of society.
  - Conserve and develop botanical collections as a global resource.
  - Enrich and empower individuals and communities through learning and engagement with plants and fungi.
- To be a member of the Executive and Senior Leadership teams to ensure the effective, collaborative, and high-quality management and leadership of RBGE in the development and delivery of its strategic and operational plans.
- Work with colleagues to lead the enhanced sustainability of collection management: reducing the environmental impacts of maintaining the collections; increasing their resilience to emerging threats and promoting biodiversity on the RBGE estate.
- Work in partnership with the Head of Edinburgh Biomes Programme to ensure fit for purpose horticulture facilities and replacement infrastructure integral to the delivery of Scotland's National Outcomes are achieved.
- Act as an ambassador and a leading spokesperson, ensuring RBGE is positively represented on horticultural and plant conservation matters through external networks, sectoral and national/international fora.
- Lead on the development and understanding of conservation horticulture, nationally and internationally.
- Champion horticulture as a profession and promote equal opportunities in the sector.

## Strategy and Finance

- Lead a strategic horticulture review to assess the quality, conduct and impact of RBGE's horticulture and the plant collections in our care, and create, agree and implement a long-term vision, strategy and living collection policy to retain RBGE's internationally leading position as a botanic garden and a 5-star visitor attraction.
- Assume overall responsibility for financial management of the Horticulture division and support the Curator of Living Collections and Regional Garden Curators in the development of operational plans and budgets as part of RBGE's corporate planning process.

## People

- Maintain and develop a motivated, engaged and highly skilled horticultural team, with efficient and fair working practices, and proficient in working across cultures.
- Design and implement a learning and development framework to promote qualitative and innovative growth of horticultural techniques, skills and practices across the team and in partnerships, including capacity building with international collaborators.
- Grow RBGE's role further as an inclusive employer/place of choice for horticulture apprenticeships, student placements and volunteering opportunities.
- In collaboration with the Head of Innovation and Business Development ensure, that RBGE's horticultural resources are used effectively and appropriately to provide opportunities for commercial income development, in harmony with RBGE's mission.



## **Collection Management and Promotion**

- Guarantee the highest standards of maintenance and collection curation at all four sites, and in accordance with the Convention of Biological Diversity, national legislation, and current best horticultural practice.
- To keep abreast of/influence the development of technological advances in horticulture and collections management, and where feasible introduce/enhance technology at RBGE to improve operational efficiency.
- Support the Head of Education in the design, delivery and resourcing of horticultural, botanical and conservation learning programmes and associated products.
- Work with the Director of Enterprise and Communication on creating an outstanding visitor attraction and engagement experience at all sites, including guaranteeing competitive admissions offer.
- Work with the Director of Enterprise and Communication to identify and deliver profile raising opportunities.
- Work with the Director of Development to realise the full potential of the National Botanical Collection for attracting charitable giving.

## **Governance, Safety and Reporting**

- Implement appropriate governance groups, including short life working groups, to ensure an agile and flexible approach to delivering desired outcomes.
- Produce clear and succinct reports, papers and professional input in a timely fashion to ensure the efficient running of the Horticulture division and RBGE including Board of Trustee Reports, Annual Report, quarterly performance reporting, Risk Register, and health and safety updates.
- Promoting a safe working environment, preventing and dealing effectively with health and safety issues to ensure optimum levels of visitor, volunteer, student and staff safety.
- Attend meetings of the Board of Trustees.
- Represent RBGE at mission appropriate national and international meetings and events and assisting/leading the hosting of official visits to RBGE.
- Other duties as agreed with the Regius Keeper.

# Skills, Knowledge & Experience

To be successful in this role, we think you'll need the following:

## Essential

- Expertise and experience of leadership and management in a significant horticultural collection.
- Strong horticultural knowledge relevant to a botanic garden, and an understanding of opportunities and challenges facing botanic gardens.
- Innovative leadership at senior management level, and in the management and development of staff.
- Experience of developing and delivering a coherent strategic vision.
- Excellent communication skills, and confident and capable of being a public face of RBGE.
- Experience of developing and managing significant and diverse operating and capital budgets.
- Experience of developing, nurturing and delivering operational partnerships and collaborative programmes.
- Degree (or equivalent experience) in horticulture, or related subject.

## Desirable

- Understanding of/engagement with nature conservation programmes.
- Experience of working with/in a tourist destination.
- The ability to recognise commercial opportunity to create income.



# Pay & Benefits

We offer a generous employment package:

- Salary £63k-£73k (subject to skills and experience).
- Membership of the civil service defined benefit pension scheme.
- 25 days holiday, increasing to 30 days after 5 years of service, with the option to buy additional holiday.
- 11.5 days of public and privilege holidays annually.
- Discounts in our shop, restaurants, and cafes.
- A range of staff support mechanisms, including an Employee Assistance Scheme.
- A range of family-friendly options to support work-life balance, including flexible working arrangements, enhanced contractual maternity, paternity, adoption, and shared parental leave, and career breaks.
- Relocation allowance available if required.





To apply email [recruitment@rbge.org.uk](mailto:recruitment@rbge.org.uk) with:

- your CV
- a covering letter outlining the skills, knowledge and experience you'd bring to the post
- a completed equal opportunities questionnaire: [EOQ form](#)

**Closing date: Midday Thursday 30 June 2022**

Interviews: Friday 15 July 2022

To arrange an informal discussion about the post, please contact Jennifer Martin at [jmartin@rbge.org.uk](mailto:jmartin@rbge.org.uk)

[rbge.org.uk/about-us/working-with-us](http://rbge.org.uk/about-us/working-with-us)

The Royal Botanic Garden Edinburgh is a charity registered in Scotland (No SC007983)

