

Horticulturist – Nursery

Contract type:	Permanent
Working hours:	Full-time (35 hours per week)
Location:	Edinburgh (onsite)
Salary:	£27,366

Job Description

Purpose

To deliver a high-quality nursery service supporting the conservation and development of the Living Collection. The role comprises three key elements:

- The propagation of plants
- Cultivation of plants in a nursery environment
- Maintenance and development of the nursery site

Core Responsibilities

Plant Propagation and Collection Development

- Contribute to the conservation, development and resilience of the living collection through the propagation of a diverse range of plants.
- Respond to propagation requests from across the organisation, supporting collection management and horticultural projects.
- Propagate plants using a variety of techniques, including explant material, seed, cuttings and in situ methods where appropriate.
- Prepare and manage growing media and propagation environments to support successful plant establishment.

Nursery Cultivation and Plant Care

- Cultivate and maintain plants to a high horticultural standard within the nursery environment.
- Undertake potting, repotting and plant establishment activities to support healthy growth and development.
- Carry out irrigation, watering and feeding programmes, monitoring plant health and responding to seasonal requirements.

- Maintain accurate plant records and ensure plants are labelled correctly to support collection management and traceability.
- Apply biological controls, plant protection products and other treatments safely and responsibly, in line with relevant legislation and organisational procedures.
- Follow and promote biosecurity measures to help protect the living collection from pests, diseases and invasive species.

Nursery and Landscape Maintenance

- Support the day-to-day operation, maintenance and continual improvement of the nursery facilities.
- Plant, establish and transplant a wide range of trees, shrubs, herbaceous plants, bedding plants and bulbs.
- Carry out horticultural maintenance activities including weeding, mulching, fertiliser application, soil cultivation and pruning.
- Train and support climbing plants and wall shrubs to ensure their healthy development and presentation.
- Maintain hedges, landscape areas and nursery grounds to high standards.
- Operate horticultural machinery and equipment safely, including mowers, strimmers, hedge cutters and leaf blowers.
- Clean, maintain and store tools and equipment appropriately, reporting defects where required.

Collection Care, Learning and Collaboration

- Protect and safeguard the living collection through all aspects of work.
- Contribute ideas and initiatives that support the sustainable conservation, development and management of the collection.
- Foster a culture of continuous learning, knowledge sharing and professional development.
- Provide a welcoming, professional and informative experience for visitors, acting as a positive ambassador for the Garden.
- Support the learning and development of students, interns, work placement participants and volunteers, helping create an inclusive and collaborative environment.
- Work collaboratively with colleagues across teams and provide support and cover within the wider Garden as required.

Person Specification

Essential Skills

- Demonstrates a commitment to delivering work to a high standard, with strong attention to quality and detail.
- Confident using digital tools and systems, with the ability to learn new software and applications as required.
- Works effectively as part of a team, taking guidance when needed.
- Shows initiative, motivation, and the ability to manage and prioritise a variety of tasks independently.
- Experience of carrying out routine plant and landscape maintenance activities.
- Knowledge of, or willingness to develop skills in, plant propagation techniques.
- Understanding of plant health, including the identification and management of common pests, diseases, and plant care requirements.
- Practical horticultural experience typically gained over at least two years.

Desirable Skills

- Experience of working with documented plant collections and an understanding of the importance of accurate plant records in a botanic garden environment.
- Relevant horticultural qualifications and a commitment to continuing professional development.
- PA1 and PA6 certification, demonstrating knowledge of safe and responsible pesticide application practices.
- A full driving licence would be advantageous.
- Tractor driving certification.