

Horticulturist – Herbaceous Team (2 vacancies)

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

Job Description

Purpose

To deliver high-quality horticultural works in the living collection.

Core Responsibilities

- Undertake a wide range of horticultural maintenance activities, including weeding, hoeing, digging, mulching and seasonal clearance, helping to maintain the highest standards across the garden.
- Maintain and develop herbaceous plantings through activities such as division, pruning and cutting back, supporting the health, diversity, and visual quality of the collection.
- Plant and transplant trees, shrubs, herbaceous plants, and bulbs, providing appropriate aftercare including staking, watering, mulching, and deadheading to promote successful establishment.
- Maintain accurate plant records and assist with the placement and upkeep of plant labels, contributing to the management and interpretation of the living collection.
- Support irrigation activities and help ensure plants across both irrigated and non-irrigated areas receive appropriate care during periods of dry weather.
- Carry out pruning and training of trees, shrubs, climbers, and wall-trained plants in accordance with horticultural best practice.
- Maintain formal and informal hedges to a high standard, contributing to the overall health, appearance, and structure of the landscape.
- Safely operate and maintain horticultural machinery and equipment, including mowers, strimmers and leaf blowers, ensuring tools are clean, well maintained and fit for purpose.
- Carry out turf maintenance and reinstatement works, including turf laying, edging, and seeding, to support the ongoing presentation and development of the garden.
- Assist with the careful removal, adaptation, and redevelopment of landscaped areas, contributing to the creation and enhancement of garden features and displays.

- Support the removal and processing of larger tree material, including branches, stumps and woody debris, using appropriate equipment and safe working practices.
- Identify and remove diseased plant material in accordance with biosecurity procedures and garden management practices.
- Support student placements, teaching activities, and group projects, helping to create positive learning experiences and share horticultural knowledge.
- Work alongside volunteers, providing guidance, encouragement and practical support to help them contribute effectively and enjoyably to the work of the team.
- Contribute to a culture of continuous learning, knowledge sharing, and professional development within the garden.
- Act as a welcoming and knowledgeable ambassador for the garden, engaging positively with visitors and responding helpfully to questions where appropriate.
- Protect and safeguard the living collections during all horticultural, maintenance and development activities.
- Contribute ideas and suggestions that support the sustainable conservation, development and enhancement of the collections and wider garden.
- Work collaboratively with colleagues and undertake any other reasonable duties commensurate with the responsibilities of the role.

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 garden and landscape maintenance activities.
- Interest in, and enthusiasm for, herbaceous plants, shrubs, and horticulture more broadly.
- 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.