

ROYAL
BOTANIC
GARDEN
EDINBURGH



Horticultural Apprentice
Logan Botanic Garden
Candidate Pack

May 2026





WELCOME

Thank you for your interest in the Horticultural Apprenticeship at Logan Botanic Garden.

This is more than just a job opportunity — it's a chance to begin a meaningful and rewarding career in horticulture, working outdoors, developing practical skills, and contributing to something bigger.

At the Royal Botanic Garden Edinburgh (RBGE), we believe that plants are fundamental to life on Earth. They support biodiversity, help tackle climate change, and improve people's wellbeing. As an apprentice, you'll become part of a team dedicated to protecting and celebrating the plant world, while learning valuable skills that will stay with you for life.

Whether you're leaving school, considering a career change, or simply passionate about nature, this programme offers a supportive and structured environment to learn, grow, and succeed.





ABOUT US

The Royal Botanic Garden Edinburgh is a world-renowned centre for plant study, conservation, biodiversity innovation, horticulture and education as well as a hugely popular tourist attraction. Founded in 1670 as a physic garden for growing medicinal plants, it has evolved into a global leader in plant science, conservation, horticulture and education. Key features include:

Four Gardens: Our four distinct Gardens - Edinburgh, Benmore, Dawyck and Logan - each feature their own unique plant collections and specialities, adapted to their microclimates.

Edinburgh: Behind the science, conservation and education facilities, is a tranquil oasis in the heart of the city. Across 72 acres, the Garden showcases nearly 60,000 plants from around the world in themed plantings. Features such as the Rock Garden and Chinese Hillside, with their known wild origin material, are internationally renowned. The public Glasshouses, including the iconic A-Listed Palm Houses, are currently closed for major restoration as part of the [Edinburgh Biomes Project](#).

Benmore: On a mountainside in Argyll, Benmore is celebrated for its magnificent and scientifically significant collection of rhododendrons and conifers. Its stunning setting features significant collections from Chile, Bhutan and Japan.

Dawyck: Situated in the Scottish Borders, Dawyck Botanic Garden is famous for its heritage and conservation of trees and shrubs, particularly those from the mountainous regions of Nepal, Asia, and North America.

Logan: On the south-western tip of Scotland, Logan enjoys a mild climate influenced by the Gulf Stream, allowing it to cultivate a variety of exotic plants from the Southern Hemisphere not usually seen this far north.



Vision

A positive future
for plants, people
and planet.

Mission

To explore, conserve
and explain the world
of plants.



THE ROLE

About the Apprenticeship

The Modern Apprenticeship in Horticulture is a two-year, full-time programme designed to equip you with the knowledge, practical skills and confidence to pursue a career in horticulture. As an apprentice, Logan will be your classroom. Every day, you'll be learning within a living collection of plants, developing your skills while helping to care for and enhance this extraordinary garden.

Throughout the programme, you will:

- Learn on the job through hands-on experience in the garden
- Work alongside experienced horticulturists who will mentor and support you
- Study towards a horticultural qualification
- Complete practical projects and maintain a work diary to track your development

This combination of practical experience and learning ensures that you build both confidence and competence, preparing you for future roles in the sector.

What you'll be doing

As a Horticultural Apprentice, you will be fully involved in the day-to-day work of Logan Botanic Garden. This is a hands-on role where you'll develop a broad range of horticultural skills. Your responsibilities will include:

- Supporting the maintenance and development of planted areas across the garden
- Carrying out horticultural tasks, including planting, pruning, propagation, hard and soft landscaping and general maintenance of the garden
- Working both independently and collaboratively as part of a team
- Participating actively in training and assessment activities
- Using tools and machinery safely and responsibly
- Interacting with visitors and contributing to a positive public experience
- Following health and safety procedures at all times

The role involves working outdoors in all weather conditions and adapting to seasonal changes — from planting and pruning to maintaining displays throughout the year.



What we're looking for

We are looking for individuals who are enthusiastic, curious and ready to learn. You don't need extensive experience — what matters most is your attitude and motivation.

We'd love to hear from you if you:

- Have a genuine interest in plants and the natural environment
- Are keen to build a career in horticulture or a related field
- Communicate clearly and work well with others
- Are organised and able to plan tasks with guidance
- Are adaptable and willing to take on new challenges
- Can work outdoors year-round in a physically active role
- Have basic IT skills and can complete records accurately

We particularly welcome applications from people who may not have previously considered horticulture as a career, as well as those from underrepresented or non-traditional backgrounds.

Learning & Development

This apprenticeship has been carefully designed to support your development every step of the way. During your time with us, you will:

- Work towards a horticultural qualification
- Receive additional training such as machinery operation and first aid
- Develop a portfolio of practical skills and real-world experience
- Gain insight into the wide range of career paths within horticulture

By the end of the programme, you will have built a strong foundation for future employment or further study.







TERMS OF APPOINTMENT

This role is based at Logan Botanic Garden.

We offer a generous employment package:

- Annually alongside your salary of £25,862, increasing to £26406 after 6 months service. RBGE contributes 28.97% of this towards you being a member of the defined benefit [Civil Service Pension scheme](#). Your pension pot in this scheme will grow by 2.32% per year.
- 25 days holiday entitlement on appointment, increasing to 30 days after 2 years of service, with the option to buy additional holidays.
- 11.5 days of public and privilege holidays annually.
- A range of staff support mechanisms, including an employee assistance programme, cycle to work and staff discount schemes.
- A number 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.
- Discounts in our shop, restaurants, and cafes.





ELIGIBILITY AND HOW TO APPLY

This opportunity is open to candidates who live in the Dumfries and Galloway area.

Modern Apprenticeships are typically aimed at those aged 16–24. However, there is no upper age limit, and we actively welcome applications from people of all ages and backgrounds.

Please note that RBGE is unable to sponsor visas for this role. Applicants must already have the right to work in the United Kingdom and be able to maintain this for the full duration of the appointment.

To apply, please email recruitment@rbge.org.uk with:

- Your CV
- A covering letter outlining the skills, knowledge and experience you would bring to the role
- A digitally completed equal opportunities questionnaire*: [EOQ form](#)

The closing date for applications is 17:00 on Sunday, 14 June 2026 with interviews to be held on 25 June 2026 at Logan.

*The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

LOGAN BOTANIC GARDEN

