

PERSON SPECIFICATION

**Post: Gardener**

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| **In addition to the attributes detailed below, we are seeking an individual who shares the values of Sunnyside Rural Trust.** |
| **1. Attainments** (e.g. educational / professional / training qualifications, licences, specific work experience, etc.) |
| **Essential:** * Demonstrable experience of horticultural, grounds maintenance or landscaping skills and/or a relevant level 2 horticultural qualification.
* Full manual licence valid for driving in the UK
* A track record of either managing or working for a successful gardening business
* Sound knowledge and experience of the safe use of both manual and powered gardening tools and equipment
 | **Desirable:*** An awareness of national social care policy issues and relevant legislation.
* To hold or be willing to work towards mandatory social care qualifications, and those as required by the Trust relevant to this post
* Experience of working with adults with learning disabilities / autism and /or working in a care setting
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| **2. Special Aptitudes** (specific skills /abilities /competencies, e.g. numerical /communication /creative skills, etc.) |
| **Essential:*** Experience and/or competence in horticulture
* Experience in carrying out DIY maintenance work to high standard,
* Ability to use horticultural machinery i.e. ride on mowers, mini tractors, mini excavator.
* Knowledge of hand power tools,
* Ability to solve basic maintenance issues,
* Ability to undertake heavy manual work.
* The ability to transfer the above skills to our service users at a level appropriate to each individual;
* A good standard of literacy and numeracy, with the ability to record documentation accurately, legibly and in line with the organisation policy and procedure.
* Ability to communicate clearly with customers, service users, colleagues, families and other professionals.
* Ability to work on own and as part of a team.
* Ability to plan and organise own workload and meet deadlines.
* To maintain confidentiality within the organisational policy and procedure.
* Ability to deal with challenging behaviour from service users.
 | **Desirable:*** Ability to think creatively in order to devise a variety of tasks and activities
* A knowledge of horticulture and an ability to safely carry out and supervise a range of horticultural and conservation activities at Trust sites.
* Understanding of basic plant pests and diseases
* Ability to mix and apply horticultural chemicals and have a certificate in this area or be willing to undertake training to achieve this qualification.
* Good IT skills
* Interest/skills in conservation and environment
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| **3. General Intelligence** (e.g. ability to define /solve problems, use of initiative, learn new skills, etc.) |
| **Essential:*** Ability to problem solve competently and work on own initiative
* Able to project plan and deliver
 | **Desirable:** |
| **4. Disposition (e.g. attitude to work / people** |  |
| **Essential:*** Ability to manage yourself and others in stressful situations.
* Positive attitude towards people with learning disabilities.
* Experience and willingness to work with customers / clients, representing Sunnyside on our outside contracts in our local communities (social enterprise).
* An adaptable and flexible “can do” approach to your work e.g. if required to occasionally stand in for other staff,
* Working outdoors in all seasons
* Reliable attendance and good time keeping
* To promote a positive image of the organisation and service users at all times
 | **Desirable:** |
| **5. Health**  (physical attributes e.g. ability to life, general health, speech, male/female, etc. |
| **Essential:*** General good health;
* A good standard of personal hygiene and grooming;
* Ability to support service users in their daily activities, e.g. horticulture, woodwork, animal care etc*.*
* Ability to perform moving and handling tasks relevant to your job.
 | **Desirable:*** An interest in cooking / craft activities
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| **6. Interests** (work/leisure related, e.g. chairing committees, team sports, outdoor interests, gardening, ‘specific’ etc) |
| **Essential:*** An interest in working with people with learning disabilities
* Interest in creative activities
* Interest in horticultural
* Interest in fundraising activities on behalf of the charity
 | **Desirable:*** An interest in leading or participating in team or group activities;
* Allotment holder or experience of growing food
* Willow craft, carpentry and woodworking
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| **7. Circumstances** (e.g. other commitments, religious or secular, e.g. other commitments, religious or secular, mobility, ability to work weekends, holidays etc.) |
| **Essential:*** Availability to occasionally work outside of your regular hours to attend SRT staff meetings and client centred meetings
* Willingness to drive the Trust minibus / work vehicles as and when needed.
 | **Desirable:*** A flexible approach to holidays
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*March 2024*