

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 | | |
| **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 | | | |
| **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 | | | | |
| **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 | | |
| **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 |

*March 2024*