



Camphill School Aberdeen
Social Pedagogy in Practice

*A Vibrant place to Live,
An Inspiring place to Learn,
A Fulfilling place to Work*

Job Description
Camphill School Aberdeen (CSA) is an independent charity offering education, care and therapy services for children and young people with additional support needs on a day and residential basis. Our Vision - To be recognised as a centre of excellence where children and adults can live, learn and work in an integrated community based on mutual respect and unfolding of individual potential. Our Mission - To create a community where children and adults feel a sense of belonging, support and personal growth; a place where there is an inclusive, lifelong learning culture with an integrated approach to health education and care.
JOB TITLE
Estate Gardener
Line Managed by: Facilities Manager Responsible for: Estate Gardens Key Relationships: Land, Farm and Workshop Teams
PURPOSE OF THE ROLE
CSA has a dedicated and passionate team of employees, co-workers and short-term volunteers, based across three campus sites approximately 6 miles west of Aberdeen City. A vacancy has arisen within the CSA Land Team for an enthusiastic and capable Estate Gardener to join the Land Team. This role may involve occasionally working with young people with additional support needs, and the successful candidate will work with the wider CSA community to provide meaningful opportunities and workplace activities. The Estate Gardener care for all aspects of the estate across the campuses of CSA including the Care Farm and Gardens and will be based at Murtle Estate, Bielside, Aberdeen. Estate maintenance experience is required; however, training and support will be available to the right person.
KEY TASKS
<ol style="list-style-type: none">1. Care for, develop and maintain the gardens across the campuses of CSA with a particular focus on horticulture.2. Ensure that all work meets health and safety requirements according to current regulations and CSA policies and that facilities and equipment are correctly maintained.3. Support with winter maintenance and be available for weekend work at times.4. Engage with the wider CSA Facilities Team.
ACCOUNTABILITY
<ul style="list-style-type: none">• Commitment to CSA ethos and values.• Comply with the CSA Health and Safety policies• Maintain confidentiality• Read, understand and work with CSA policies, as required
PERSON SPECIFICATION
QUALIFICATIONS
<ul style="list-style-type: none">• Estate gardening experience.• Subject to valid PVG check.

EXPERIENCE

Required:

- 1 year's relevant experience of estate gardening work.
- Knowledge of horticulture e.g., growing and caring for flowers, bushes, trees and grass lawns.
- Use of estate maintenance machinery and hand tools e.g., sit on mower, push mower, leaf blower, hedge trimmer and brush cutter, snow and ice clearing equipment.
- Demonstrable interest in working with Organic practices and sustainability.
- A commitment to engaging with children and young adults with additional support needs, the service, their key staff, the care farm and estate staff and the wider community
- Ability to work in a positive supportive working environment as part of a small team.
- Ability to be self-reliant, able to work individually and use own initiative.
- Physically fit and able to carry out manual tasks.
- Willing to undertake seasonal garden maintenance duties e.g., grass cutting, strimming and weeding.
- Willing to undertake winter maintenance duties e.g., snow and ice clearing and gritting.
- Willing to work on weekends, early mornings and evenings when required.
- Excellent communication skills
- Excellent organisational skills and able to prioritise own work.
- Hold a valid driver's licence (subject to DVLA check).

Desirable:

- Experience of working with people with additional support needs.
- NVQ level II or equivalent in a relevant subject area such as horticulture and estate maintenance.
- Experience with Organic practices.
- Experience of driving agriculture machinery such as tractors

PERSONAL QUALITIES

- Passion for gardening
- Reliable
- Self-motivated
- Resilient
- Adaptable
- Willingness to work outdoors in all weathers

The tasks and remit contained within this job description captures the main responsibilities of the role and is not exhaustive. CSA retains the right to request other tasks, within reason, be undertaken by the post holder as requested.