



Senior Gardener

Recruitment Brochure

The Gardens



Mixed flower borders on the Terrace



Triton Fountain



Sub-tropical style planting schemes in the Archery Border

Harewood's gardens are set within 1,000 acres of ornamental parkland created during the 18th century in the style of the 'English' landscape garden. Various landscape gardeners, including Richard Woods, Thomas White and Humphrey Repton have been involved in shaping Harewood's landscape over time, but it is the work of Lancelot 'Capability' Brown (c.1716 – 1783) which is still predominantly visible today.

The Gardens comprise three main horticultural areas, each one different in style and content and containing a diverse range of plants throughout:

Terrace – a Victorian, Italianate formal garden, complete with C19 parterre by Sir Charles Barry (1795 – 1860), fountains, clipped yew and box, hornbeam hedges, seasonal bedding, prominent mixed flower borders and a large scale sub-tropical planting scheme.

Walled Garden – a traditional utilitarian garden, built in the 1750's and divided into two parts, with a productive kitchen garden, flower borders, apple orchard, meadow, frame yard with glasshouses (awaiting restoration) and the 'Bothy' a new undercover space for visitor engagement and interpretation.

Himalayan Garden – a naturalistic dell garden with waterfall and stream, rock and bog gardens containing a thematic plant collection, which includes trees and shrubs, rhododendrons, alpines and herbaceous plants from Asia, especially the Sino-Himalaya.

Grounds – enveloping the gardens are over 100 acres of historic parkland, amenity play areas and picnic sites, Bird Garden, woodlands and arboreta containing trees and shrubs planted in a variety of settings, including lakeside woodland walks.



Rhododendrons around the Lake



Asiatic Primulas in the Himalayan Garden



The Walled Garden



Crops in the Kitchen Garden

The Grounds and Gardens Team

Our team is made up of the equivalent of 9 full-time staff plus 20 volunteer gardening assistants. These numbers fluctuate from time to time, but as with many teams working in similar heritage gardens, there is a good mix of skills and experience.

There is also a healthy degree of continuity among the professional staff, half the current team have worked in the gardens here for more than 10 years. For a third of us it's between 20 and 30 years. That's a lot of working knowledge and experience from being continuously involved in one place, especially a place like Harewood, which is constantly evolving.

We are a busy team because we work across the Trust, helping the business to grow and become financially sustainable by contributing to the achievement of wider goals. As well as gardening and grounds maintenance work, we help other teams, such as the learning department, audience development, house collections, events and retail teams. We play a key role in supporting outdoor programming by getting involved in installing commissions in the park and garden, whilst contributing practical advice and creative ideas.

This means our work is varied, which calls for a great deal of flexibility combined with a positive attitude towards helping the Trust achieve its overall business and charitable objectives. We are responsible for the safety and presentation of the park and gardens, from opening to closing every day. Weekend duty and evening closing of the park and gardens is worked on a duty rota basis across the team, across the season.

In the interests of health and hygiene, the evening lock up duty involves emptying the park bins in order to prevent refuse from being distributed across the picnic areas and the playground by squirrels, thereby attracting other vermin.

Being part of the wider team and contributing to the overall programme and visitor offer is crucial. To achieve this whilst at the same time delivering consistently high standards in such a prestigious and diverse garden as Harewood's is often challenging; it requires great teamwork, excellent communication and a real focus on efficiency and resource planning.

As we turn our attention towards planning for achieving our vision set out in the Masterplan these processes are constantly being reviewed both to improve team performance and to meet our sustainability targets.

The decision to appoint a Senior Gardener to support the Head Gardener of 25 years forms part of a forward-thinking, strategic plan to develop team performance, maximise efficiency and significantly improve the gardens offer. The Senior Gardener position at Harewood is an ideal 'next step' for someone with the ambition of being a Head Gardener.

We are looking for someone with a positive, can-do attitude who relishes a challenge, but above all, we are looking for a team player, someone to work *with* us – a team leader who shares their knowledge, skills and experience to help others to achieve their potential for the benefit of *all* team members.

As well as conserving the gardening heritage, you will help to formulate and implement policies in a creative way too and take forward initiatives for enhancing biodiversity and environmentally-sustainable practices, including organic gardening, peat-free and plastics-free plant cultivation, recycling and compost-making.

Trevor Nicholson, Head Gardener.



Streamside planting in the Himalayan Garden



The old rock garden



Harewood Lake



The West Garden