



Senior Gardener

Recruitment Brochure

The Gardens



Mixed flower borders on the Lower Terrace



Triton Fountain



Sub-tropical style planting in the Archery Border

The Gardens at Harewood are set within 1,000 acres of ornamental parkland laid out during the 18th century in the 'English' style. 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 predominant today.

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

Terrace – a high Victorian, Italianate formal garden, complete with C19 parterre created by Sir Charles Barry (1795 – 1860), complete with fountains, clipped yew and box, hornbeam stilt hedges, planting schemes, integral large-scale mixed flower borders, including the outstanding Archery Border, planted with architectural plants on a sub-tropical theme.

Walled Garden – an ornamental and utilitarian garden of 3 acres, built in the 1750s and divided into two parts, with a productive kitchen garden, flower borders, apple orchard, meadow, frame yard & glasshouses (awaiting restoration) and Bothy tearoom. Experimental elements recently introduced to the kitchen garden include the re-invigoration of soil-borne ecosystems and the environmentally responsible production of vegetable crops using 'no-dig' systems, plus the recycling and processing of compostable green waste.

Himalayan Garden – featuring HRH Princess Mary's rock garden (1930s), a naturalistic dell garden with waterfall and stream, woodland, rock and bog gardens; containing a thematic plant collection, including trees and shrubs, rhododendrons, alpines and herbaceous plants from Asia, especially the Sino-Himalaya.

Grounds – adjoining the gardens are 130 acres of historic parkland, complete with a 32-acre lake enclosed by woodlands and arboreta, Bird Garden, play areas, picnic sites and lakeside woodland garden with *Rhododendron* collection.



Rhododendrons around the Lake



Asiatic Primulas in the Himalayan Garden



The Walled Garden



Vegetable crops in the Kitchen Garden

Our Team

The Gardens & Grounds Team combined is currently made up of 6 full-time and 3 part-time staff, equivalent to 7.2 FT roles. 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's also a healthy degree of continuity; three of the team's full-time staff make up a combined service history at Harewood of 80 years. That's a lot of knowledge and experience from being involved in one place, especially a place like Harewood, which is constantly evolving.

The team is supported by an increasing number of volunteers from all walks of life. The volunteer gardening assistants are vital to us; without them, it would be impossible for the team to achieve its objectives. We also provide work experience opportunities and on-job skills training for student placements.

We are a busy team because we work across the Trust, helping the charity to grow and become financially sustainable by contributing to the achievement of Trust-wide goals. As well as gardening and grounds maintenance work, we help other teams, such as the Visitor Experience, House Collections, Bird Garden, Events and Retail teams. We play a key role in supporting the wider outdoor offer at Harewood by getting involved in installation work, from discovery trails and themed family activities to car park reinforcement, festive lighting and various Art Commissions across the park and garden.

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 contribute to visitor safety and standards of presentation within the park 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 and throughout the visitor season.

As gardeners, we want to work with plants and create wonderful gardens. But 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 of horticulture in such a prestigious and incredibly diverse garden as Harewood's is a constant challenge. It requires great teamwork, excellent communication and a real focus on efficiency and resource planning, as well as staff development. As we turn our attention to the restoration and development of the Walled Garden as the first phase of the Masterplan, these processes are constantly being reviewed, both to improve team performance and to meet our sustainability targets.

The creation of a new Senior Gardener role to support the Head Gardener of 26 years forms part of a forward-thinking, strategic plan to develop team performance, maximise efficiency and significantly improve the gardens offer over the next five to ten years. The position of Senior Gardener at Harewood is an ideal 'next step' for someone with the future ambition of being Head Gardener at a significant heritage garden.

We are looking for a highly skilled gardener and plantsperson to join the team; someone with a positive, can-do attitude who relishes a challenge. Above all, a team player with patience, integrity and diligence to work *with* us – a team leader who shares their knowledge, skills and experience to help others achieve their potential for the benefit of *all* team members.

As well as conserving and interpreting the gardening heritage here at Harewood, you will help formulate and implement new policies in a creative way and take forward initiatives for enhancing biodiversity and environmentally-sustainable practices, including organic, no-dig gardening, peat-free and plastics-free plant cultivation, green waste recycling and compost-making.

Trevor Nicholson, Head Gardener.



Streamside planting in the Himalayan Garden



The old rock garden



Harewood Lake



The West Garden