

Gardener

Candidate Pack



harewood.org

Photo credit Tom Arber



A message from the Head Gardener:

This is a fantastic opportunity to join our gardens team as we embark on a series of development projects outdoors, all with the aim of enriching the gardens and reimagining our landscape here at Harewood.

You'll work in beautiful surroundings and with people who are passionate about gardens, nature and the environment. Conservation is at heart of what we do here, as we strive to enhance and protect our heritage gardens and plant collections for the future.

We also love to support biodiversity and working with nature to enhance the environment for everyone's benefit. We work with volunteers and help with the training and development of students and trainee gardeners in a caring and supportive way.

You'll also be growing plants and crops using sustainable methods, whilst engaging with our visitors and members about our work.

If joining the gardens team at Harewood at this exciting time appeals to you, and if you're up for exploring the challenge and reward that this role will bring, we'd be delighted to hear from you.



Head of Gardens and Grounds
Trevor Nicholson

GARDENER

Responsible to	Senior Gardener
Responsible for	Volunteers, Trainees and Student Placements
Hours	40 hours per week – including a shared weekend duty rota
Salary	£25,770 per annum & rising in April 2026 to £26,800 per annum

About Harewood

Harewood House Trust is an educational charity that engages with over 250,000 visitors every year through our outstanding programme of exhibitions and events. Harewood is one of England's finest C18th country houses, with a magnificent collection of fine and decorative arts, set within a Grade 1 designated landscape and garden of special historic significance.

The Trust also has a commercial division that manages its trading operation, including major outdoor events, conferences, corporate functions, cafés and other retail and food outlets throughout the site.

We have embarked on a phased Masterplan, to 'reimagine' Harewood and secure its long-term future. The Masterplan encompasses several capital projects, all with the aim of growing our audiences, generating income and providing an excellent visitor experience. This includes the building of a new Adventure Playscape, the development of a new Visitor Centre & Car Park, the enhancement of our Gardens and Landscape, with new ornamental planting schemes and woodland walks.

What you'll achieve at Harewood

As a Gardener, you will:

- Enhance and conserve our beautiful, historic gardens and parkland by providing skilled, high-quality gardening, landscape maintenance and planting.
- Proactively support the senior gardener through the supervision and training of volunteers, student placements and trainees
- Deliver the best possible experience for our visitors by maintaining excellent standards of presentation and interpretation.
- Protect biodiversity by safeguarding habitats and adopting sustainable practices throughout the garden
- Enhance your professional knowledge and broaden your craft skills through creative, hands-on gardening & horticulturalist skills, together with landscape maintenance, horticultural research and problem-solving.

What you'll deliver as part of the team

Supported by your line manager and providing guidance for others in the team, you'll deliver excellent standards of gardening and landscape maintenance, conservation and presentation through:

- Seasonal maintenance of flower borders, shrubberies, formal gardens and kitchen gardens, along with the care of plant collections, including woody plants, trained fruit trees, herbaceous perennials, bulbous plants and annuals.
- Growing and caring for a wide range of plants and crops, including alpinists, trees and woody ornamentals, vegetables and fruit etc, through plant propagation and crop production both outdoors and under glass
- Formative, remedial and rejuvenative pruning of woody ornamentals, including park & garden trees, shrubs, roses, climbers and hedges in accordance with the seasons.
- Turf care and maintenance, including the mowing of large areas of amenity grassland.
- The use of horticultural machinery, including but not limited to mowers, strimmers, tractors, trailers, hedge trimmers, ATV's and other machinery, including hired-in plant and equipment.
- The maintenance of machinery and equipment, including safety checks.
- The appropriate, timely and safe use of pesticides, whilst providing optimum care for the environment by seeking organic alternatives where possible.
- The optimum use and management of composting systems.

Training and supervising trainees and volunteers

- Whilst guiding team members on best practice, you'll pass on your knowledge and craft skills to trainee gardeners, apprentices and volunteers

Growing and sharing your knowledge

- You'll become broadly familiar with most plants growing in the gardens, and be completely familiar with plants growing in areas for which you are responsible
- You'll broaden your own knowledge and play an active part in encouraging and deepening our visitor's interest and appreciation of Harewood through various engagement initiatives, including occasional talks and tours and helping with workshops.

Encouraging and enhancing biodiversity within the gardens

- As a gardener, you'll take opportunities to broaden your understanding of the natural environment, to enrich and protect biodiversity by creating and enhancing a range of habitat types throughout the gardens, woodlands and park

Playing an active role in ensuring the efficient operation of the garden team

- In line with our Health & Safety policy, you'll ensure the safety of yourself and others by carrying out an appropriate range of assessments to recognise hazards and control risks, including Risk Assessments, Manual Handling and COSHH, as directed by your line manager

- As well as taking part in duty weekend rotas (minimum of 10 weekends per year), occasionally we'll need you to help with horticultural operations or events that happen out of hours. These are shared amongst the team, and you'll get time off in lieu.
- The Gardens & Grounds team also provides support for other teams at key times of the year, e.g installing Christmas infrastructure in the grounds.
- You'll assist with the accurate recording, cataloguing and labelling of the plant collection.
- In a busy 'team' environment, working across a diverse site, we'll need your help with other tasks outside your remit as required by your line manager
- You'll undertake day-to-day administration and record keeping

Occasionally we may need to review a job description in order to incorporate any changes or duties needed for this role as identified by your line manager.

We're also committed to providing equality of opportunity, so if you have a disability, we would be happy to discuss reasonable adjustments to the job with you.

PERSON SPECIFICATION

Essential = E, Desirable = D

*Training will be provided

A team player, able to work flexibly, positively & creatively	E
Relevant horticultural skills, qualifications and experience	E
Full clean UK driving licence	E
Good communication skills	E
Excellent customer service in a public-facing environment	E
A flexible approach to working time and availability for weekends and event days	E
A positive attitude to working in a busy and varied outdoor environment	E
A commitment to teamwork and helping other people	E
A reliable, honest professional with a friendly manner	E
Hard-working and self-motivated	E
A commitment to equal opportunities	E
A desire to learn	E
A commitment to working in the charity sector	E
An interest in or appreciation of the historic and natural environment	D

OUR VALUES

Caring – demonstrate quality in your own work, showing support for those around you, respecting audiences and colleagues, showing empathy

Together – showing a commitment to team work, collaboration, belief in an organisation's mission and vision, living brand values

Adventurous – demonstrate energy and zeal in your attitude to work, being proactive, having a curious mind, being confident in your decisions, embracing innovation

Challenging – showing a commitment to high standards with rigour in your own work, learning from every opportunity, proactively questioning to ensure best results



CONTRACT TERMS & BENEFITS

Contract	Permanent, 40 hours per week
Probation period	6 months
Notice after probation period	1 month
Annual leave entitlement	25 days plus bank holidays, rising by a day after each year of service in your first three years up to 28 days
Location	<p>Harewood House Trust, Harewood, Leeds, LS17 9LG.</p> <p>Harewood is 7 miles outside of Leeds and accessible by public transport: goodjourney.org.uk/attraction/harewood-house/</p>
Employee benefits	<p>Enhanced maternity, paternity and adoption entitlements;</p> <p>Enhanced sick pay entitlements;</p> <p>Employee Assistance Programme;</p> <p>Death in Service benefit scheme;</p> <p>Access to complimentary passes for other Treasure Houses of England + Yorkshire's Great, Houses, Castles & Gardens properties;</p> <p>Staff discount in onsite cafés + retail outlets;</p> <p>Vouchers for a free eyesight test for Display Screen Equipment users;</p> <p>Free parking.</p>
Pre-work checks	<p>Two satisfactory references</p> <p>Evidence of right to work in the UK</p>



FURTHER INFORMATION

For more information or if you would like an informal discussion about this role, please contact recruitment@harewood.org and put Gardener in the email title.

NEXT STEPS & HOW TO APPLY

Please submit an [application form](#) and an [equality and diversity monitoring form](#) before the closing date to recruitment@harewood.org.


Harewood House Trust is a [Disability Confident Employer](#) and any applicants who identify as disabled and meet the essential criteria will be offered an interview. If you would like to declare you have a disability in order for this to be taken into consideration, or if you require any reasonable adjustments for any part of the recruitment process, please let us know.

Closing date: Friday, 27th February 2026 at 12.00 noon

Interviews: The week commencing the 9th March 2026

Thank you for reading this pack. We look forward to hearing from you!





For more information please contact
recruitment@harewood.org



HAREWOOD

Registered charity in England no 517753

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Photo credit Tom Arber