

# Seasonal Gardener Work placement

## Candidate Pack



[harewood.org](http://harewood.org)

Photo credit Tom Arber



# HAREWOOD

## A message from the Head Gardener:

This six-month work placement in the gardens is a fantastic opportunity to develop your horticultural skills, knowledge and work experience - all within the magnificent setting of Harewood House.

Join our busy gardens team as we embark on a series of challenging projects outdoors, all with the aim of enriching the gardens and reimagining the Harewood landscape.

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

We work with volunteers from the community, as well as train and develop students and trainees in a caring and supportive way to help encourage and nurture the generation of professional gardeners.

You'll be maintaining Harewood's renowned gardens and growing plants and crops using sustainable methods, whilst playing an important part in welcoming our visitors and members.

If embarking on a work placement at Harewood appeals to you and you're up for exploring the challenge and opportunities that this will bring, we'd be delighted to hear from you.



Head of Gardens and Grounds  
**Trevor Nicholson**

## **Seasonal Gardener - Work placement**

|                        |                                                          |
|------------------------|----------------------------------------------------------|
| <b>Responsible to</b>  | Senior Gardener                                          |
| <b>Responsible for</b> | Volunteers                                               |
| <b>Hours</b>           | 40 hours per week – including a shared weekend duty rota |
| <b>Salary</b>          | £26,436 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.

### **What you'll achieve at Harewood**

As a Seasonal Gardener, during your 6-month work placement, you will:

- Conserve and enrich our beautiful, historic gardens by assisting with high-quality garden maintenance and planting.
- Support the gardens team by liaising with the Senior Gardener and assisting with the co-ordination of volunteers.
- Enhance our visitor's experience of the gardens by always being courteous, helpful and respectful.
- Safeguard biodiversity by adopting environmentally sustainable practices throughout the garden.
- Develop your knowledge and broaden your skills through creative hands-on gardening, research and problem-solving.

## **What you'll deliver as part of the team:**

Supported by the Senior Gardener and the gardens team, you'll deliver high standards of garden maintenance, conservation and presentation through:

- Seasonal maintenance of flower borders, shrubberies, planting schemes, ornamental gardens and kitchen gardens, along with the care of plant collections, including woody plants, trained fruit trees, herbaceous perennials and bulbous plants.
- 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.
- The use of horticultural machinery & equipment, including but not limited to pedestrian & ride-on mowers, gang mowers, tractors, trailers, loaders, strimmers, chainsaws & hedge trimmers, ATVs and other machinery, including hired-in plant & equipment
- The care and maintenance of allocated 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 wherever possible
- The optimum use and management of composting systems

## **Supporting Volunteers**

- You'll help to instruct and guide volunteers by passing on your skills and knowledge.

## **Growing and sharing your knowledge**

- You'll become broadly familiar with most plants growing in the gardens, and 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 tours and talks.

## **Encouraging and enhancing biodiversity within the gardens**

- As a Seasonal 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 the Senior Gardener. In a busy team environment, we'll occasionally need your help with supporting other departments as required by the Senior Gardener.

Occasionally we may need to review a job description to incorporate any changes or duties needed for this role as identified by the Head Gardener. We are 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 qualifications & experience (preferably RHS level 2 or equivalent)      | 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 |

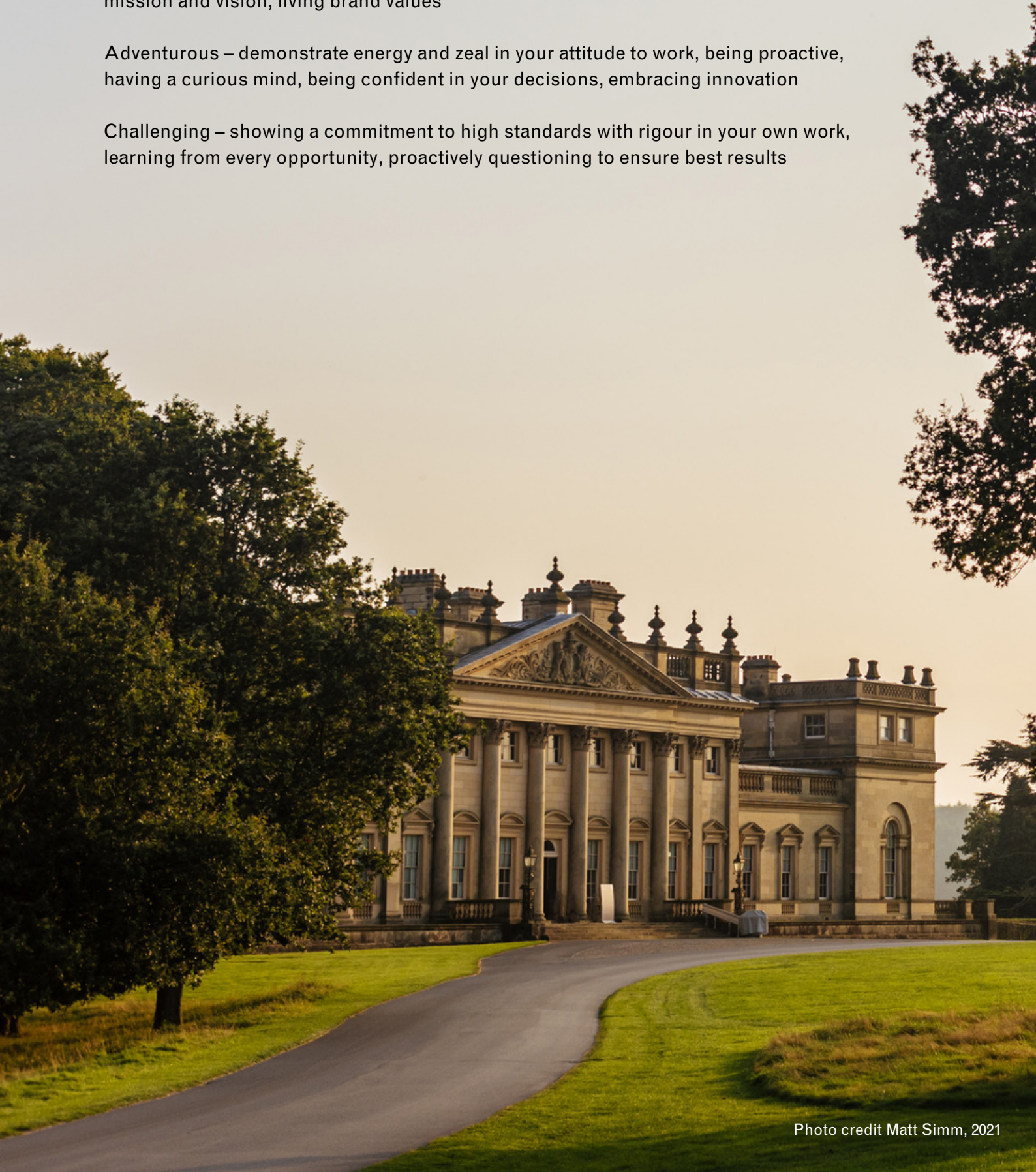
## OUR VALUES

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

|                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Contract</b>                      | Fixed Term for 6 months, 40 hours per week                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Probation period</b>              | 3 months                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Notice after probation period</b> | 1 month                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Annual leave entitlement</b>      | 25 days plus bank holidays, rising by a day after each year of service in your first three years up to 28 days                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Location</b>                      | <p>Harewood House Trust, Harewood, Leeds, LS17 9LG.</p> <p>Harewood is 7 miles outside of Leeds and accessible by public transport: <a href="http://goodjourney.org.uk/attraction/harewood-house/">goodjourney.org.uk/attraction/harewood-house/</a></p>                                                                                                                                                                                                                                 |
| <b>Employee benefits</b>             | <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 &amp; 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> |
| <b>Pre-work checks</b>               | <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](mailto:recruitment@harewood.org) with the subject 'Seasonal Gardener'.

## 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](mailto: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: Monday, 3<sup>rd</sup> August 2026 at 9.00 am**

**Interviews: Week commencing the 10<sup>th</sup> August 2026**

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





For more information please contact  
[recruitment@harewood.org](mailto:recruitment@harewood.org)



**HAREWOOD**

Registered charity in England no 517753

**harewood.org**

Photo credit Tom Arber