

Grounds Maintenance Operative - Candidate Pack



harewood.org

Photo credit Tom Arber



A message from the Head Gardener:

As we prepare to embark on a series of challenging and exciting outdoor projects, all with the aim of reimagining Harewood, this is a fantastic opportunity to join the Gardens Department in a full-time role as Grounds Maintenance Operative.

You'll not only work in our beautiful and varied green spaces, but alongside people who are passionate about landscapes, history, and the environment. Conservation is at heart of what we do here, as we strive to enhance and protect our heritage gardens, pleasure grounds and plant collections for the future – all within the magnificent setting of Harewood House.

We work with volunteers from the community, as well as train and develop students and trainees in a caring and supportive way to help inspire and nurture the next generation of grounds maintenance professionals.

By maintaining Harewood's celebrated outdoor spaces, whilst assisting the wider team in delivering our amazing seasonal events programme, you'll be making a valuable contribution to the Grounds team and playing an important part in and making our visitors and members feel welcome and appreciated.

If joining the team at Harewood as a Grounds Maintenance Operative appeals to you, and you're up for exploring the challenges and opportunities that this role will deliver, we'd be delighted to hear from you.



Head of Gardens and Grounds
Trevor Nicholson

Grounds Maintenance Operative

Responsible to Grounds Supervisor

Responsible for n/a

Hours 40 hours per week, Monday to Friday with occasional weekend work on a shared duty rota

Salary £26,436.80 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 18th century 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.

Job Summary

You will work closely with the Grounds Supervisor to ensure the park and grounds around Harewood House, as well as the visitor amenities, are presented to a high standard and maintained in a safe, clean and tidy condition. This includes all outdoor event areas, play areas, trees and woodlands, the lakeside gardens, car parks and footpaths. This is a varied role, and as well as carrying out grounds maintenance work, including turf maintenance, tree work, and general repairs, the Groundsperson is expected to provide assistance across the site to help other teams. This could include setting up outdoor events & activities, installing signage, and implementing themed seasonal attractions. Some aspects of this role are physically demanding and it requires working in all weathers.

Main Duties & Responsibilities

- Work closely with the Grounds Supervisor to plan and implement the grounds maintenance schedules. Duties will include:
- Grass Cutting (gang mower and pedestrian)
- Strimming
- Tree and shrub maintenance
- Hedge Cutting
- Leaf and litter picking
- Sweeping/cleaning
- Herbicide application
- Daily play area inspections
- Footpath maintenance
- Other grounds or horticultural work as required.
- Complete all tasks safely and to a high standard.
- Ensure that vehicles and machinery is in good working order and being used properly.
- Report any broken machinery or equipment to the Grounds Supervisor.
- Always wear the provided Harewood House Trust clothing and PPE.
- Attend and participate in staff meetings and training events.
- Supervise trainees and volunteers as required.
- Ensure all communication with colleagues and members of the public is courteous and professional and in line with the Trust's values.
- Assist with the installation and maintenance of events and exhibitions in the grounds throughout the year.
- Observe the Trust's fire and security guidelines and immediately report any concerns to
- the duty manager.
- Always follow the Trust's Health & Safety policy and procedures.

We particularly encourage applications from people of African or Caribbean heritage or people of South Asian heritage who are currently under-represented within Harewood House Trust.

PERSON SPECIFICATION

Essential = E, Desirable = D

*Training will be provided

Grounds maintenance experience in the areas outlined above	E
Experience of working at a tourist or heritage attraction	D
Qualifications in one or more of the following: chainsaw, use of vehicles and machinery, use of herbicides, grass cutting.	D
Full clean UK driving licence	E
Good communication skills	E
A flexible approach to working time for availability for weekend cover	E
A positive attitude to working in a busy and varied outdoor environment	E
A commitment to teamwork and helping other people	E
A professional and friendly manner	E
Hard-working, honest and self-motivated	E
A desire to learn	E
A commitment to Harewood's values	E
A commitment to diversity, inclusion & belonging	E

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
Probation period	3 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	Harewood House Trust, Harewood, Leeds, LS17 9LG. Harewood is 7 miles outside of Leeds and accessible by public transport: goodjourney.org.uk/attraction/harewood-house/
Employee benefits	Enhanced maternity, paternity and adoption entitlements; Enhanced sick pay entitlements; Employee Assistance Programme; Death in Service benefit scheme; Access to complimentary passes for other Treasure Houses of England + Yorkshire's Great, Houses, Castles & Gardens properties; Staff discount in onsite cafés + retail outlets; Vouchers for a free eyesight test for Display Screen Equipment users; Free parking.
Pre-work checks	Two satisfactory references Evidence of right to work in the UK



FURTHER INFORMATION

For more information or if you would like an informal discussion about this role, please contact recruitment@harewood.org with the subject 'Grounds Maintenance Operative'.

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: 6th November 2026 at 12 am

Interviews: Commencing on the 16th & 17th November 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