

Job title: Horticultural Team Lead

Job family: Cultivation & Science

Job ref: C&S008

Job family definition

Roles within Cultivation and Science job family are dedicated to understanding, developing, curating, protecting and managing Eden's living collection of plants, in an environment where visitors are encouraged to experience and learn about plants, habitats and eco-systems and their importance in providing a sustainable future.

Role purpose

Plans, develops and supervises the effective propagation, cultivation and conservation of plants, landscapes, ecosystems within Eden; protecting, enhancing and sustaining Eden's living theatre as a leading horticultural attraction. Developing and delivering planting schemes, implementing maintenance programmes and leading a team of horticulturalists, apprentices, students and volunteers.

Key accountabilities

1. Supervises and co-ordinates the horticultural team in the cultivation, development, maintenance and conservation of areas, projects and events, ensuring plants, landscapes and habitats are maintained, recorded and labeled in accordance with Eden's values, policies and procedures. Actively contributes to Eden's long and short-term horticultural planning as well as development of exhibits and projects, considering the environmental strategy, ethical values and educational aspirations of Eden.
2. Plans, implements, monitor and evaluates maintenance programmes, ensuring the horticultural team perform the appropriate soil preparation, cultivation, propagation, irrigation, feeding and pest control activities to the required standards in terms of timescales, quality and budget. Assesses and improves horticultural procedures using latest research, knowledge and best practice. Leads research on plant interpretation.
3. Allocates, monitors and evaluates the work of the horticultural team and apprentices as well as assigned volunteers and students ensuring the effective management, performance, development and attendance, whilst ensuring all activities are carried out with adequate training and instruction in compliance with company policy and Health & Safety regulations.
4. Determines the requirements for horticultural supplies and equipment; researches and specifies their procurement and co-ordinates distribution, ensuring compliance with Eden's sustainability standards and financial procedures.
5. Actively engages and interacts with external professionals, visitors and colleagues, providing professional guidance and imparting specialist knowledge to promote and enhance Eden's reputation as a leading horticultural attraction.

6. Actively promotes the work of horticulture within other areas of the organisation, thereby developing and maintaining the culture of collaboration and co-operation across all departments and functions. Imparts specialist knowledge and skills to ensure the successful delivery of Eden's programmes. Provides content for promotional material and publications.

Demands of the role

Education & qualifications	Meet the requirements for professional membership of the Chartered Institute of Horticulture Minimum NVQ Level 6 (or equivalent) and Chartered Membership requirement.
Knowledge & Skills	An accomplished and knowledgeable horticulturalist with significant professional expertise developed to a specialist level. Four years' experience previously working at a similar senior level, where the role involved an element of staff supervision. The job holder must possess the team leadership skills required to lead, motivate, develop and performance manage staff, apprentices, students and volunteers.
Decision-making	Effective day-to-day supervision of staff, apprentices, students and volunteers has to be balanced against short and long-term horticultural objectives, plans and priorities, requiring the job holder to deploy and utilize their team effectively. The majority of horticultural and supervisory decisions will be straightforward but some have to respond to complex and unusual scenarios. Impact of decisions significantly affect the health and wellbeing of Eden's plants, gardens and landscapes.
Resourcefulness	Collaborates with colleagues and senior staff to devise innovative and creative ways to improve planting schemes, habitats and landscaping. The job holder will be required to be flexible and use creative thinking is used to resolve unusual technical challenges or situations.
People & asset management	Supervises a horticultural team, apprentices, students and designated volunteers, monitoring and assessing performance, managing attendance and providing on-the-job training and mentoring as required. A shared responsibility for the health, integrity, maintenance and presentation of Eden's living collection; the care and maintenance of tools, equipment and machinery and for ensuring the safe and secure storage of hazardous substances. Identify procurement requirements as well as sourcing and ordering for approval by budget holders.
Communication & visitor experience	<p>Effective oral and written communication skills are essential for this role which requires the job holder to engage and interact with a variety of visitors, colleagues and staff, in various situations requiring the use of a range of techniques and approaches. Visitor engagement includes media, writing, journalism, public walk/talks, customer care.</p> <p>Relaying information on varied topics to audiences of both professionals and amateurs e.g. lectures. Plans and writes editorial for publication within own work area. Undertakes presentation on radio or television regarding departmental work.</p>
Operational environment	The role regularly requires physical effort and prolonged working on slopes within a variety of climatic environments.

Additional features

The job holder is required to continuously develop their technical expertise and team leading skills while keeping abreast of current Health & Safety regulations. The job holder may be required to travel nationally and internationally to work on specific assignments or projects.