

Job title: Head of Horticulture

Job family: Cultivation and Science

Job ref: C&S555

Job family definition

Through the theatre of Eden, roles within the Cultivation & 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

To lead and direct the Horticulture Team in order to further develop the Eden gardens and landscapes as a world class horticultural destination, deliver innovative new gardens and landscapes, the development of the Eden plant collection, provide support to science and conservation programmes; and provide learning and training through Eden Project Learning.

Key accountabilities

Provide leadership in the continuing development of Eden Projects' horticultural standards and visual impact, ensuring that Eden enhances its status as a world class garden destination. Lead and develop a strong, collaborative management team and team culture for Horticulture, to assist in the delivery of key accountabilities/performance measures. Prepare, implement and update horticultural strategy and action plans, addressing deficits by setting and driving standards to meets Eden's aspirations and objectives.

Play a lead role in the design and delivery of new Eden gardens; this includes a new exhibit on the relationship between crops and people, Korean garden, wildflower landscapes and new Biome exhibits.

Identify, lead and organise opportunities for income-generation, referring these to the Exec Board and develop workable plans for the delivery of income projects.

Play a leading role in Eden's horticultural and environmental training. Working as a key member of the Eden Project Learning team to ensure close collaboration and linkages between Eden Horticulture and the EPL degree courses.

Provide professional, developmental and effective leadership for the Horticulture function, reporting to The Director of Life Sciences, and play a full part in wider leadership of the organization. To lead and line manage the horticulture departments, providing leadership for the development and maintenance of the horticultural landscape, horticulture and horticultural records for the Eden Project garden/landscapes.

Maintain and develop the living collections in support of the Interpretation strategies and the mission and statutory objectives of Eden Project.

Demands of the role

Education & qualifications	A highly credible leader in the horticulture or heritage world, ideally with specialist knowledge in an area relevant to Eden. Master's degree or equivalent in relevant area such as horticulture together with chartered professional membership of a recognized horticultural institute. Must have a passion for plants and creating extraordinary gardens.
Knowledge & Skills	Extensive knowledge of horticulture and horticultural best practice as applied to major public gardens (5-10 years plus experience at this level). Knowledge of education, ideally in a horticultural environment and understanding of current key questions and challenges facing horticulture and gardens. Experience in project and budget management. An appreciation of good garden design.
Decision-making	The jobholder is a member of the Senior Management Team, regularly providing The Director of Life Sciences with reports and updates and engages with Non Exec and Trustees on key areas.
Resourcefulness	Collaborative, committed to organisational change. Able to apply leadership and management skills across a broad range of horticulture functions, creating and shaping the strategic vision of Eden Project gardens. Ability to coordinate projects to time and to budget, ensuring that critical milestones are met and results disseminated whilst managing key groups of stakeholders or staff from different disciplines and organisations. Able to advise on current methodologies and updates, using adaptive thinking to turn these into realistic long term plans for Eden.
People & asset management	Overall team of 60 people. Well-developed interpersonal skills and the ability to build effective internal and external relationships; Strong influencing and negotiation skills. Works in collaboration with The Director in accordance with the financial planning cycles, agree budgets for effective delivery of objectives, goals and KPIs; oversee preparation, monitoring, control and delivery of a significant budget. Accountable for the significant living collection, gardens and landscaped and natural habitat areas that are critical to Eden. Large budget responsibility with a sign off up to £7,500.
Communication & visitor experience	Excellent written and oral communication skills, including public speaking to a range of audiences. Strong track record in building relationships and partnerships internally, domestically and internationally. Proven experience in maintaining world-class horticultural standards to a major garden.
Operational environment	The role is primarily office based with occasional physical effort within a variety of climatic environments.
Additional features	Display initiative in developing projects to deliver organisational objectives and apply to fundraising and income generation. Demonstrate a flexible approach to work including working out with regular hours to promote and progress the work of the Trust. This can involve evening and weekend events and meetings, attending conferences, etc.