

**Fettes College**

**Gardener**



An opportunity has arisen for an experienced, proactive and motivated individual with outstanding gardening skills to join the Fettes College Grounds Team as a Gardener.

### **The Role**

Reporting to the Head of Grounds, the primary role of the Gardener is to maintain, manage and improve all House gardens and amenity areas to a high standard.

## Key Responsibilities

- Routine maintenance, future planning and enhancement of all garden areas.
- Carry out procedures required to maintain and improve to a high quality.
- Soft landscaping works as required.
- Drive and operate vehicles in a safe manner as required for grounds maintenance operations.
- Ensure all grounds vehicles and equipment used by self and work group are regularly maintained in accordance with routine operating requirements reporting defects as required.
- Safe use, storage, calibration and disposal of pesticides and other similar substances.
- Work areas are kept clean, tidy and secure at all times.
- Establish effective working relationships with managers and colleagues.
- Work in line with established safe working practices and procedures.
- Promote the Health & Safety of others.

## Person Specification

### Qualifications and Skills

- A full UK driving licence.
- Relevant horticultural qualification(s) and experience to carry out duties competently.
- Pesticide Application Pa1, Pa2 useful to have.
- A good knowledge of hand tools and their usage.
- Competence with machinery/equipment use and maintenance; including tractors.
- Awareness of relevant Health and Safety legislation.
- An understanding of good manual handling techniques.

### Personal Qualities

- Personable and approachable with a helpful attitude.
- A Good standard of health and fitness.
- Able to work on your own and in a team environment.
- Passionate with a can do attitude.
- Responsible, punctual and organised.
- Good eye for detail.



## Benefits

This is a permanent full-time or part time role. Full time hours are 35.6 hours per week Monday to Thursday (8 am to 4 pm, with a 30 min lunch break and 2 x 15 min break) and Friday (8 am to 3 pm with a 30 min lunch break and 1 x 15 min break) with 4 hours on every 3<sup>rd</sup> Saturday morning. All breaks are unpaid.

Annual Salary: £ 28,600 (prorated for part time)

Staff Benefits: In addition to being part of a great team you will be entitled to a range of benefits that include:

- 30 days holidays and 8 days public holidays (full time), generally taken outside term time.
- Parking within the campus grounds. The campus is easily accessed by car and bus; there is a bus stop located outside the campus serving several routes across the city and to rail stations.
- Membership of Westwoods gym and health club which offers a range of excellent fitness and leisure facilities including a 25m swimming pool.

- Free lunchtime meals during term time, and at other times when catering is provided, and you are on duty.
- Life insurance scheme.
- Excellent Employee Assistance Programme (EAP).
- You will be opted into the Fettes College Pension Plan after 3 months service. This scheme is a money purchase one, operating as a salary exchange plan. The College will contribute to the scheme a minimum of 8% and you will contribute a minimum of 2%. Fettes operate a contribution matching scheme up to 12% of base salary.
- Access to discounted healthcare, additional life insurance, shopping discounts, etc through our 4me benefits portal.

### **Application Process**

The closing date for applications for this role is Saturday, 15<sup>th</sup> March 2025. To apply please go to our website and follow the link for this vacancy: [www.fettes.com](http://www.fettes.com).

All applicants are asked to provide, as well as a CV, a covering letter setting out how you meet the person specification and what you feel you can bring to this role. Our Head of Grounds, Mr Kevin McNab, is available to have an informal conversation with any potential candidate prior to applying. If this is of interest to you, please contact [recruitment@fettes.com](mailto:recruitment@fettes.com) to arrange a time to speak with Kevin.

An offer of employment will be subject to two satisfactory references and a clean report being obtained from the Disclosure Scotland PVG Scheme in view of the contact you will have with children during your normal duties.

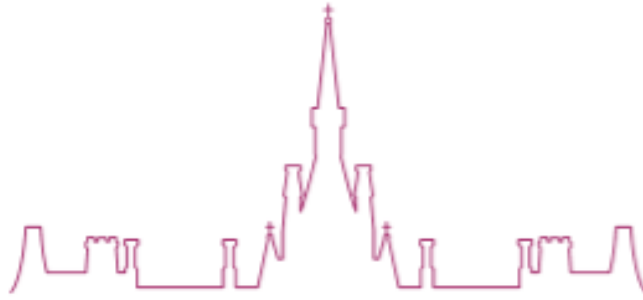
We are passionate about creating a diverse workforce and welcome applications from under-represented communities. We particularly encourage applications from Black, Asian, and Minority Ethnic (BAME) candidates. If you would like to have an informal chat about the inclusive culture at Fettes College or have any questions about how this might work for you, please contact Sadia Hussain-Savuk (DEI Lead) at [s.hussain-savuk@fettes.com](mailto:s.hussain-savuk@fettes.com).



## About Fettes

The school stands on a magnificent site of approximately 100 acres, within walking distance of Edinburgh's city centre and is a leading HMC co-educational independent boarding and day school, with a Prep school for students starting at age 7 and from September 2025 with the introduction of a Pre-Prep. Known for its academic excellence, Fettes is unique in Scotland in following the English curriculum of GCSE examinations and the dual pathway of A Level and International Baccalaureate (IB). Fettes has a strong focus on pastoral care and all-round education, providing their students with '*A place to live. A place to learn. A place to grow*'. Founded by Sir William Fettes in 1870, it was originally a boy's school and started admitting girls in 1970. The main building was designed by one of Scotland's leading architects, David Bryce. We are a community of more than 1000 individuals, consisting of circa:

- 730+ students (with c 560 in the senior school)
- 115 academic staff (with c 100 full time members of the Common Room in the senior school)
- 205 operational staff across a range of departments.



# Fettes Moving Forward

## Our vision

We have created and developed a bold vision for Fettes, one which focuses on what we believe Fettesians should aspire to be, the skills they will need in life, and the impact we want them to make in the world.

We have called this *Fettes Moving Forward: A place to live. A place to learn. A place to grow.*

*You can discover our vision – and how it shapes and informs our future – at [Fettes.com/vision](https://fettes.com/vision)*

