

Person specification

Company name: AGH Solutions Ltd

Job title: Estates Maintenance Gardener

Grade A

Criteria	Essential	Desirable
Qualifications	<p>Good standard of secondary education to GCSE level.</p> <p>Has a clean driving licence for a four wheeled vehicle and is able to drive to other trust properties when required.</p> <p>Willingness to undertake further skills/competence training as may be required to fulfil the required the changing demands of the post.</p>	<p>Has own transport.</p> <p>Awareness of current Health & Safety Legislation and related issues such as PPE, Safe Use of Tools,</p> <p>Has some form of formal qualification in horticulture or related subject. Dry stone walling, fencing etc.</p> <p>Completion of a recognised apprenticeship or recognised formal period of training of at least three years duration in the horticultural industry</p>
Skills/competencies	<p>Ability to work as an individual with a minimum of supervision or as part of a team.</p> <p>Ability to make sound judgements with regard to operational safety when in lone worker situation or when put under pressure by the situation or other workers.</p> <p>Able to use own initiative in relation to problem solving in order to resolve situations to a satisfactory conclusion.</p>	<p>Ability to drive four wheel drive vehicles in a range of weather conditions with a variety of attachments – tandem axle trailers, gritting hoppers, snow plough attachment etc.</p>
Knowledge	<p>Able to demonstrate a reasonable knowledge of Health & Safety requirements in the workplace and how these should be applied in relation to particular tasks and situations.</p> <p>Has knowledge with regard to the safe use of gardens machinery, tools, chemical applications and access equipment.</p>	

	Able to demonstrate a fair knowledge of seasonal issues in relation to grounds maintenance and relevant planting schemes/activities as these would apply a different times of the year.	
Experience Required	<p>Able to apply the knowledge, experience and judgement necessary to demonstrate, in a practical sense, the safe operation on specifically trained gardening equipment.</p> <p>Able to demonstrate the ability to make sound judgements with regard to operational safety when in lone worker situation or when put under pressure by the situation or other workers.</p> <p>To have recent relevant experience of working within a Grounds & Maintenance function aimed at ensuring the quality and high standards required.</p>	Previous experience of working in a hospital\healthcare\care home environment
Special attributes	Working to schedules, procedures and tight deadlines.	
Personal qualities	<p>Personable disposition with a general ability to get on with colleagues and customers.</p> <p>Willingness to learn and to attend training courses as required.</p> <p>Good attendance/sickness absence record</p> <p>Demonstrates a positive and enthusiastic attitude to work.</p> <p>Flexible approach to working hours, including weekends and bank holidays.</p> <p>Adaptable to change.</p>	