



WORCESTER COLLEGE
UNIVERSITY OF OXFORD

Job Description & Person Specification

Job Title	Senior Gardener
Department	Grounds
Responsible to	Head of Grounds
Grade	Grade 5: £29,959- £35,116 p.a
Date	June 2025

The Grounds Department

Worcester College takes great pride in the quality of its gardens and grounds. Their care and maintenance are significant undertakings and a considerable investment.

The gardens and grounds of Worcester College comprise of 26 acres of lawns, borders, playing fields, paths, a large lake, an orchard, planters and planting with hard landscaping of quadrangles and greenhouses.

Gardeners work as part of a team made up of differing levels of experience and specialisms.

The Department's objectives include:

- Delivering attractive gardens containing important and unusual species
- Providing year-round interest and a tranquil, inclusive environment that encourages learning and enriches collegiate living
- The provision of high-quality sports pitches and space for casual outdoor recreation
- Encouraging biodiversity
- Working with a minimal carbon footprint

Job Purpose and Responsibilities

The purpose of the role is to create and maintain the gardens at Worcester College. The work involves plant cultivation and care, planting, soft landscaping, path maintenance, hedge and shrub trimming, pruning, mowing, watering, mulching, weeding and chemical weed control, and pest and disease control.

Key responsibilities for this role include:

- Providing specialist expertise in planting and pruning, including glasshouse work.
- Supporting with process improvement through keeping up to date with industry practices.
- Visiting other gardens to generate ideas for Worcester College grounds.
- Responsibility for health and safety requirements including writing risk assessments, and keeping up to date with knowledge in this area.
- Checking of all Gardens machinery, including maintaining service records.
- Supervising more junior members of the team.
- Engaging with visitors, including Old Members / Alumni to provide high quality, knowledgeable, professional tours of the Grounds.
- Assisting with procurement and record keeping.
- Supporting the Head of Grounds in any garden-related projects.
- Seeking out professional development opportunities.

This list is not exhaustive. The post holder will also be expected to carry out such duties as befits the grade and responsibilities of the role.

Person Specification

Candidates will be assessed based on the criteria set out below and should ensure that their application provides evidence of how they meet the criteria. Examples of relevant experience need not be just from work; candidates may wish to give examples from study, voluntary work or skills gained in other areas of their life.

Essential Criteria

- Experience of working in gardens including glass house work
- Higher plant / pruning knowledge
- Awareness of biodiversity
- Up to date with current industry practices
- Awareness of Health and Safety including experience of writing Risk Assessment and COSHH requirements.
- Computer literate
- Horticulture qualification at a minimum of Level 2

Desirable Criteria

- Experience of responsibility for machinery, including maintaining service records
- Experience of supervising the work of others and skills sharing
- Experience of engaging with stakeholders in a professional manner
- Experience of procurement
- Level 2 Health and Safety Qualification
- PA1 and PA6 Pesticides training

The job description may from time to time be amended by the College and in addition to the duties set out in it you may, from time to time, be required to undertake additional or other duties within your professional capabilities as are necessary to meet the needs of the College.