

PENTILLIE

Castle & Estate

CORNWALL

Senior Gardener

Responsible to: Owners of Pentillie Castle

Salary: negotiable, dependent on experience and qualifications

Working hours: full-time equivalent to suit requirements of gardens and estate

Pentillie Castle (built in 1698) is a family-run private estate set in the middle of a Repton designed woodland landscape with formal terraces and herbaceous borders set on the Cornish bank of the River Tamar. The views from the gardens and estate through and across the surrounding landscape are simply stunning.

The role of Senior Gardener for the Pentillie Estate will be responsible for planning and leading the day-to-day management and maintenance of the 55-acre historical Repton and Kennedy designed gardens. You will also assist with the operational needs for elements of the wider estate as required. The role is multi-disciplinary and encompasses the development of the formal garden area, the American Gardens, other informal pleasure grounds areas, the walled garden with the additional requirement to support as necessary other elements of the wider estate.

Perhaps most importantly, you will be required to interpret the ideas and challenges posed by the owners into a manageable and meaningful 'garden plan', and to enable and encourage your team to implement this plan on a day-to-day basis, within budgets and parameters laid down by the business requirements imposed by the Castle itself.

Across the property: As Senior Gardener you will lead the current team on a day-to-day basis. This may consist of regular part-time gardeners and/or estate workers. As the Senior Gardener you will ensure the gardens and other outdoor areas are developed and maintained to the highest appropriate and relevant horticultural, environmental, and professional standards. You will be required to manage current volunteering opportunities and help to identify and develop other possible volunteering and training opportunities that could enhance the garden and estate.

For our guests and visitors: You will lead your team and work in association with other property departments to ensure visitors and guests at Pentillie Castle can receive the best possible experience in all our spaces. It is essential to lead a culture of good customer service within your team. You may be required to lead tours, deliver talks (on and off-site) about the Estate and its gardens, and support the ongoing development of the social media presence of Pentillie.

Sustainability: You will play a vital role in ensuring the sustainability of the gardens by upholding Pentillie Castle's environmental policy, and reducing negative environmental impacts through the pursuit of 'green' management practices and initiatives where practical and possible.

Finance: You will monitor and manage budgets associated with the department and ensure that any recommended purchases are made with care and consideration. You will have input on all fixed asset purchases and replacements in the department and ensure that the best possible assets are acquired taking performance, efficiency, and our environment into consideration.

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The team: You will lead with passion and pride. You will manage and support your team to develop in a way that will benefit them and the place. You will ensure your team members work within safe boundaries and comply with all statutory compliance recommendations. This role is a key role on the estate and will work with all departments to ensure the success of the property and a lasting legacy for the family.

The relationships:

Reporting to: the Coryton family – Ted, Sarah, and Sammie. Working with them to develop their legacy within the garden environment of the Pentillie Estate.

Line management: Gardener, Gardener/Estate Worker future volunteers and trainees.

Essential relationships: Family members, other team members, Tenants, Contractors, and Gamekeeper.

What you will bring to benefit Pentillie:

- At least 3 years of supervisory and line management experience in a horticultural, outdoor conservation or comparable role, with a minimum of 5 years of work experience in a historic garden setting. You will hold a higher-level qualification relevant to your area of work.
- Excellent understanding of the support required across the various disciplines of a functioning estate like Pentillie Castle, and proven experience working in, as well as an understanding of a historic garden with diverse elements. The role is likely to be full-time Monday to Friday but there may be occasions where the demands of the estate require a little support outside these hours, e.g. on garden open days.
- A willingness to build relationships with appropriate external groups and organisations, like the Cornish Gardens Trust, RHS, the National Trust etc.
- Good communication skills, verbal, written and presentation; an ability to negotiate, influence and inspire others for the benefit of Pentillie Castle.
- Experience in assessing risk and Health and Safety in a similar environment.
- You will bring with you a very practical approach to work, an interest and passion for plants, the heritage sector, and the ability to identify and organise the seasonal needs of the various elements in the gardens and estate at Pentillie. This will include, some lawn care, annual pruning regimes and restorative pruning techniques, hedge cutting, hard surface care and maintenance, firewood production for the castle, fence repairs etc.
- In addition to your relevant higher-level qualification, you will have PA1 and PA6 chemical application certification with experience. You will be a qualified chainsaw operator to at least Basic Maintenance and Crosscutting, ideally with Small Felling too. You will demonstrate experience in the use of garden machinery, both hand-held and ride-on, with some basic knowledge of the maintenance requirements of these.
- A UK full driving license will be required as will the willingness to drive estate vehicles on the public highway on occasion.

In return you will benefit from...

- a competitive salary commensurate with your experience, as well as a supportive and collaborative work environment.
- regular team get-togethers and offer event discounts to employees.
- tips shared with the whole team, including the garden team.
- the opportunity to continue your professional development through relevant avenues or courses.
- free on-site parking, recreational access to the gardens, and use of the pool during summer months.