

## Gardener Person Specification

Education and Qualifications	Essential	Desirable	Assessment
NVQ Level 2 Qualified in chosen profession	✓		A/I
Commitment to personal/professional development	✓		A/I

Experience	Essential	Desirable	Assessment
Experience in working in a school environment		✓	A/I
Experience as working as a gardener	✓		A/I

Knowledge and Understanding	Essential	Desirable	Assessment
Secure knowledge and understanding of the concepts and skills in specialist subject	✓		A/I

Skills and Attributes	Essential	Desirable	Assessment
Ability to establish good working relationships and effective teamwork	✓		A/I
Good communication skills		✓	A/I
Ability to generate ideas and drive initiatives		✓	A/I
Excellent role for staff and students	✓		A/I

Personal Qualities	Essential	Desirable	Assessment
Enthusiastic and committed	✓		A/I
A passion for teaching			A/I
Open-mindedness	✓		A/I
A forward-thinking approach	✓		A/I
Excellent interpersonal skills	✓		A/I
Ability to be reflective and self-critical	✓		A/I
Display calmness under pressure	✓		A/I
Charismatic - having 'a presence'		✓	A/I
Willingness to take on other roles and responsibilities within the department		✓	A/I

### Assessment Key

**A** Application Form

**I** Interview