

Person Specification

Post Title:	Apprentice Gardner	
Department:	Grounds & Gardens	
Salary:	Meets National Minimum Wage	Date Compiled: February 2026

Attributes	Essential	Desirable
Knowledge	<ul style="list-style-type: none"> Basic awareness of health and safety in a workplace setting. Willingness to learn about horticultural practices and techniques. 	<ul style="list-style-type: none"> Some awareness of plants, gardening or the natural environment. Basic understanding of seasonal changes and how they affect plants and gardens.
Skills	<ul style="list-style-type: none"> Willingness to work outdoors in all weather conditions and carry out physical tasks. Ability to follow instructions and work safely under supervision. Good attention to detail and a careful, conscientious approach to tasks. Ability to work as part of a team. 	<ul style="list-style-type: none"> Some experience of using basic hand tools (e.g., in a personal or school context). Basic numeracy and literacy skills. Ability to communicate clearly with colleagues and supervisors.
Experience	<ul style="list-style-type: none"> No previous professional experience required. 	<ul style="list-style-type: none"> Any voluntary, personal or school-based experience of gardening or outdoor work. Experience of working or volunteering in a team environment.
Qualifications	<ul style="list-style-type: none"> GCSEs (or equivalent) in English and Maths at grade 3/D or above or working towards these. 	<ul style="list-style-type: none"> Any relevant coursework or projects related to horticulture, environmental studies or science.

Person Specification drawn up by:	Richard Dexter	Date: February 2026
Approved for department by:	Human Resources	Date: February 2026