



ST MARY'S CE HIGH SCHOOL

PERSON SPECIFICATION

Job Title:	Gardener
Grade:	H3 (5–6)
Reports to:	Site Team Leader

Post Requirements	Essential/ Desirable	Criteria	Assessed from:
Experience relevant To post	E	Must have knowledge and interest in the horticulture or landscape industry and its processes	A/I
	D	Experience of gardening/horticulture in a work environment	A/I
	D	Experience of working with young people	A/I
	E	Experience of carrying out basic DIY/maintenance tasks	A/I
Competencies and Special aptitudes	E	Good oral communication skills	A/I
	E	Able to work effectively as part of a team	A/I
	E	Ability to work without close supervision and use initiative	A/I
	E	Good timekeeper	A/I
	E	Trustworthy	A/I
	E	Mature attitude which inspires confidence in others	
	E	Cheerful and respectful disposition	A/I
Knowledge relevant to job	E	Basic understanding of Health and Safety issues and awareness of manual handling	A/I

Post Requirements	Essential/ Desirable	Criteria	Assessed from:
Education and relevant qualifications	E	Good level of general education	A/I
	D	RHS and/or City & Guilds Horticulture	A/I
Special job requirements	D	Hold a clean UK driving licence showing a D1 entitlement and be prepared to undertake a minibus driving assessment (organised by school on appointment)	A/I
	E	A level of health such as to be able to maintain a high level of attendance	A/I
	E	Willing to work irregular hours	A/I
Commitment to school's aims and ethos	E	Willingness/ability to support the Christian Ethos of the school	A/I
	E	Demonstrate a commitment to safeguarding and the welfare of children and young people.	A/I
	Key: E = Essential D = Desirable		Key: A = Application Form I = Interview T = Test

The information on this form will be the basis on which the applicants will be assessed for shortlisting purposes.

The skills and attributes listed above will be assessed through the application form and supporting statement and throughout interview.

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to the safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours

If the candidate is short listed, any relevant issues arising from references will be taken up at interview.