

COMMUNITY GARDENER PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> Horticultural, Agricultural, ecological Arboricultural qualifications <p>OR</p> <ul style="list-style-type: none"> Demonstrated experience working in a growing environment – minimum of 2 years. 	<ul style="list-style-type: none"> Emergency Outdoor First Aid qualification Health and Safety training Food hygiene training
Knowledge and experience	<ul style="list-style-type: none"> Experience working in a growing/gardening role. Knowledge of ecological/organic growing methods. Working with a variety of growing hand tools. Knowledge and understanding of Health & Safety issues whilst undertaking practical tasks. 	<ul style="list-style-type: none"> Supervising, working with and coordinating volunteers and/or trainees. Any experience working with social prescribing participants. Experience working in community gardens, therapeutic horticulture, Forest School, conservation or outdoor learning. An interest in sensory gardening, accessible design, wild medicine plants or ecological restoration.



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Skills and abilities	<ul style="list-style-type: none"> • Confident guiding small groups or volunteers in a gentle, sensory-attuned way. • Gardening/growing skills – seed propagation, transplanting, potting out/up, irrigation, harvesting by hand. • Can support a diverse range of participants, including those with long-term health conditions and low-level mental health needs. • Are able to co-create welcoming, accessible garden spaces with attention to sensory needs, inclusivity and pace. • Practical knowledge of ecological and/or organic growing principles. • Good IT skills, able to use Microsoft Excel spreadsheets and Word for tasks such a data recording. • Understand, or are open to learning about, trauma-aware and neurodiversity-aware ways of working. 	<ul style="list-style-type: none"> • Crop management skills such as pest and disease identification and management. • An understanding of basic farm machinery, for example, hand rotovator, hand plough. • Perennial management – transplanting, pruning, grafting. • Full clean UK driving license and access to own vehicle.
Personal Qualities	<ul style="list-style-type: none"> • A practical, hard-working attitude in all weathers. • Bring a warm, steady, relational approach to working with people in outdoor environments • Flexible, adaptable and solution focused approach to work. • Ability to complete work within deadlines. 	<ul style="list-style-type: none"> • Enjoy co-creating seasonal, nature-based projects with volunteers and participants. • Feel comfortable working across shifting priorities. • A gentle enthusiasm for seasonal living, earth-based practices and nature connection.