**Role Profile**

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| **Job Title:** Gardener |
| **Department:** Homeworks |
| **Reports to:** Gardening Supervisor |
| **Grade:** Homeworks, Grade 2 |
| **Staff responsibility:** None |

**Organisational Structure**

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| Responsive Repairs Co-ordinator |

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| Gardening Supervisor |

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| Gardener |

**Job Purpose**

To be part of a small team, carrying out basic grounds maintenance tasks, contributing to the maintenance and enhancement of public open spaces and private residences. Carry out tasks as set out by the Skilled Gardening Supervisor.

**Key Accountabilities**

* Responsible for carrying out a range of duties connected with the grounds maintenance for Cairn Housing Association owned properties. Following instructions given by the Skilled Gardening Supervisor, multi-tasking where appropriate, accepting responsibility for technical decisions whilst on site. Keeping up to date with new/amended legislation and standards, keeping records, handing in job records daily and following administrative procedures as directed.
* Working to a high quality standard ensuring high quality workmanship and maintaining an acceptable level of productivity.
* Use IT daily to update the status or completion of a work order as this contributes to the delivery of goals and performance monitoring.
* Carry out duties, which require possession of a standard of numeracy and literacy (as the job requires the employee to complete time sheets and claim forms, keeping records and to fulfil statutory checks as required).
* Adapt to changing working environments and work patterns as deemed necessary to meet strategic goals of the service area.
* Represent Cairn in a manner conducive with the standards expected, including the carrying of an identity card and wearing of the uniform supplied. Communication with customers, Cairns team and members of the public in a polite manner placing the highest possible emphasis on customer care. Encouraging customer involvement and feedback.
* Driving vehicles and operating plant and equipment associated with grounds maintenance. Keeping vehicles and plant clean and in good working order and reporting defects daily.
* Responsible for maintaining health, safety and welfare of self, other employees and members of the public ensuring adherence to safe working practices and environmental procedures.
* Attendance of weekly team meetings to discuss operational issues and Health and Safety updates (Tool box talks).

**Person Specification**

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| **Education** |
| * Relevant qualifications in relation to grounds maintenance or equivalent experience * Educated to Standard Grade or equivalent in English and Maths * Health and Safety Qualification. |
| **Experience** |
| * 2 years’ experience of working in a similar role. * Customer Service Skills * Computer Literate- Comfortable working with several systems * Previous experience of weeding, digging, strimming, mowing, operating gardening machinery, bush cutting, manual tasks, disposing of green waste and other material, the use of weed killing chemicals * The ability to be versatile to undertake differing estates tasks other than those listed above |
| **Knowledge** |
| * Relevant Health and Safety awareness, such as ensuring adherence to safe working practices and environmental procedures * Basic I.T skills- Microsoft word, excel and e-mail |
| **Skills and Abilities** |
| **Essential:**   * Be able to carry out weeding, digging, strimming, mowing, operating gardening machinery, bush cutting, manual tasks, disposing of green waste and other material, the use of weed killing chemicals * A full drivers licence * Record keeping |
| **Personal Qualities** |
| * Following Through -establishes procedures and monitors the progress and results of plans and activities to ensure that goals are achieved * Teamwork - co-operates with others and is able, where appropriate, to complement the roles of others by taking on the role of leader, peer or subordinate. * Compliance - adheres to policies and/or procedures, or seeks approval from the appropriate authority before making changes * Decisiveness - exhibits a readiness to make decisions, render judgements, take action or commit oneself * Ambition - is driven to do well, be effective, achieve, succeed and progress quickly through the organization * Innovation - is change-oriented and able to generate and/or recognize creative solutions in varying work-related situations. * Vitality- maintains a high activity level, is enthusiastic, motivated and energetic * Personal Impact - creates a positive first impression, commands attention and respect, and is socially confident * Oral Communication - expresses thoughts effectively and convincingly, using appropriate verbal and non-verbal behaviour to reinforce the content of the message * Written Communication - express thought in writing in a grammatically correct, well-organized and well-structured manner * Self Confidence - demonstrates a genuine belief in the likelihood of personal success and communicates a positive self-esteem to others * Handling Feedback - able to handle feedback and use feedback with positive outlook to improve performance * Conscientiousness – conscientious in daily work ensure Association values are met. |

**Core Competencies**

* Put our customers first
* Strive for excellence
* Be accountable
* Think and act as ‘one team’
* Demonstrate respect
* Achieve work/life balance