

**Senior Nursery Worker – Hyde Park**

**JOB DESCRIPTION**

**Job title**: Senior Nursery Worker

**Based**: The Hyde Park Plant Nursery, Hyde Park London W2 2UH, with some travel to all parks

**Salary**: £29,849 per annum

**Terms**: Permanent contract on a full-time basis, working 40 hours per week, Thursday to Monday. Due to the nature of this role, the post holder will be required to be on site 5 days per week.

26 days annual leave plus public holidays [increasing to 29 days after 3 years’ service].

 A pension scheme and healthcare plan are available.

**Reporting to:** Assistant Nursery Manager

**Responsible for:** N/A

**Internal relationships:** Assistant Park Managers, Skilled Nursery Workers and teams, Parks Services Staff, HR staff,

**External relationships:** Deliveries, park stakeholders, volunteers, landscape maintenance contractors, apprentices

**BACKGROUND**

The Royal Parks is a charity created in March 2017. We manage over 5,000 acres of diverse parkland, rare habitats and historic buildings and monuments in eight Royal Parks across London. These are: Hyde Park, Kensington Gardens, The Green Park, St James’s Park, The Regent’s Park and Primrose Hill, Greenwich Park, Richmond Park and Bushy Park. We also manage other important public spaces including Brompton Cemetery and Victoria Tower Gardens. Our eight Royal Parks and other public spaces are among the most visited attractions in the UK with 77 million visits every year.

**JOB PURPOSE**

To work under the management of the Hyde Park Nursery Manager, their Assistant, and the Nursery Supervisor to operationally deliver the diverse seasonal bedding requirements of The Royals Parks, participating in all growing and despatch functions.

The total growing area is 6,067 square metres, producing 450,000 plants per year with an annual value of £1,000,000.

**MAIN DUTIES/RESPONSIBILITIES**

1. Assist in the delivery of a weekly list of operational requirements for plant production and feedback on your individual allocated area of nursery production. With an emphasis on jobs for the weekends.
2. Take a lead on the delivery of weekend duties, in particular weekend volunteering, pest control, co-ordinating weekend working and weekend watering.
3. Working alongside the Supervisor on the allocation and performance of daily and weekend tasks (including volunteer task planning), taking notes, checking on progress and improving productivity. Formally feeding back on weekend duties each Monday morning.
4. Conduct daily crop and hygiene inspections, with particular emphasis on pest control and watering, and especially on the weekends. Highlighting watering and P&D requirements and identification and rectification of overwatering/ underwatering.
5. Working with and supervising volunteers and apprentices. Taking a lead with delivering volunteering on the weekend, initiating and developing a weekend volunteering programme. Providing volunteers with tasks, supervision, advice, mentoring and following up on H&S matters (including First Aid). Building a rapport with the weekend volunteers.
6. Ensure plants are kept in good health with respect to temperature control / moisture content / weeds/ pests and diseases. Report any issues to the Nursery Supervisor in a timely manner. Carry out crop spraying on weekends as instructed by the Assistant Nursery Manager and Nursery Supervisor.
7. Support the production and maintenance of accurate stock records.
8. Take responsibilities for specialist crop growing, as instructed by the Nursery Manager. Include specialist plant training techniques, pruning, watering, bespoke feeding programmes and other specialist skills.
9. Maintain seed and cutting stock for your individual area, notifying the Nursery Supervisor of any stock required or plant losses.
10. Ensure the working environments and storage areas are kept in a safe, clean, and tidy condition. Including but not limited to sweeping/ hosing down/ weeding/ pruning/ disinfecting/ washing. Keeping all tools and materials stored at the end of each working day.
11. Sow, prick out and pot on seedlings through the growing process.
12. Take cuttings and other vegetative propagation material.
13. Attach canes, ties, and other materials as part of the production process and according to the specification required.
14. Make up hanging baskets, containers, and 3D carpet bed structures as and when instructed to.
15. Use equipment such as potting machines and associated equipment linked to this process.
16. Assist in ensuring all growing environments are effectively controlled and crops manipulated to ensure timings and targets are achieved, and waste percentages reduced. Actively feedback on ideas and issues to improve efficiency.
17. Understand and use the nursery automatic irrigation system, including addition of fertilisers and other dosing.
18. Move propagated plants on to their next stage in the nursery as appropriate.
19. Participate in the picking and despatch of stock to parks, including the safe loading of stock onto delivery vehicles.
20. Ensure operations are carried out in a safe manner at all times.
21. Provide technical / plant advice to colleagues where necessary.
22. Ensure plants stock is maintained in line with TRP biosecurity policies
23. Ensure plants stock is maintained in line with TRP sustainability policies
24. Report all incidents and accidents promptly.
25. Where appropriate training has been provided, ensure all chemicals are used in a safe manner and records are kept up to date.

**PERSON SPECIFICATION**

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| **Selection criteria** | **Essential / Desirable** |
| **Qualifications** |
| * Commercial Horticulture to a minimum of Level 2 or equivalent
 | **D** |
| * PA1 & PA6
 | **E** |
| * Full driving licence
 | **D** |
| * A recognised Health and Safety qualification
 | **D** |
| * First Aid trained
 | **E** |
| **Experience** |
| * Extensive Production horticulture experience
 | **E** |
| * Working in a fast-paced production environment
 | **D** |
| * Supervision/ training of colleagues or volunteers
 | **D** |
| **Skills, knowledge and ability** |
| * Computer literate, able to use office software – Word, Excel, Outlook
 | **D** |
| * A knowledge of organic gardening techniques
 | **D** |
| * Excellent planning and organisational skills
 | **D** |
| * Knowledge of operating irrigation systems
 | **D** |
| * Understanding of propagation
 | **E** |
| * Identification of pests and diseases and knowledge of control methods
 | **E** |
| * Excellent communication and team building skills
 | **E** |
| * Hardworking, self-motivated and a good timekeeper
 | **E** |
| **Other** |
| * Commitment to The Royal Parks’ values of being responsible, excellent, inclusive, open and respectful.
 | **E** |
| * Prepared to learn new skills and become involved in TRP initiatives
 | **D** |

The Royal Parks is committed to creating a diverse and inclusive workplace and is an equal opportunity employer. We encourage applications from candidates from all backgrounds and successful candidates will be appointed on merit.