



FLOORS CASTLE
& GARDENS

Head Gardener





Background:

Following the retirement of the present Head Gardener in summer 2020, Floors Castle & Gardens are seeking to appoint a highly talented and experienced individual to join our team as Head Gardener.

Floors Castle is the largest inhabited castle in Scotland and family home of the Duke and Duchess of Roxburghe. It is a major seasonal tourist attraction with 30,000 visitors per year. Built for the 1st Duke of Roxburghe in 1721, Floors is an evolving story of a house and gardens with impressions left by succeeding generations. We welcome visitors from near and far to enjoy this inspiring Castle and its surroundings. From a spectacular 4 acre walled garden with glasshouses, herbaceous borders and a formal Millennium Garden, to woodland and riverside walks and a new cycle trail, Floors is one of the best examples of a Scottish country estate.

Awarded the ASVA 'Best Visitor Experience Award' in 2019, and the 5-star Visit Scotland Quality Assurance Award, Floors Castle & Gardens has become a leading year-round Scottish Visitor Attraction.

At the heart of the estate are the Castle grounds and gardens, which are a delight to explore and are a popular destination for thousands of visitors each year. Combining one of the finest Victorian walled gardens, with the formal Millennium Garden, the gardens are a showpiece of seasonal interest and inspired creations. New developments have been made in recent years with a contemporary Tapestry Garden and spectacular fruit cage forming the centrepieces to the walled garden.

Our Values and Philosophy:

Roxburghe Estates is a progressive, caring and commercially focused family owned estate which recognises and values the contribution which our staff make to the success of the business.

We set high standards, promote enterprise and embrace integrity and sustainability in what we do. We are people-conscious and show consideration to the welfare of staff and those involved directly and indirectly with our business. We are forward-thinking and modern in our approach while respecting the long history and heritage of the estate.



Position:

The Head Gardener will report to the Operations Director and the Duchess of Roxburghe, and be a key member of the senior management team in the maintenance and further development of Floors Castle gardens.

An appreciation of historic houses and gardens will be important, given the nature of the Castle and grounds being a family home and also open to the public.

The Head Gardener will have direct line management responsibilities for the garden and grounds team comprising two full time gardeners, one full time groundsman, two part time gardeners and a team of volunteers.



Key responsibilities will include:

The role encompasses the overall management of the grounds and gardens, including, but not limited to, the following:

Herbaceous Borders: Planted to a theme. Blue and silver and a hot border, are an example. The borders in the Walled Garden all have their own identity, which have been developed over the years.

Tapestry Garden: Planted three years ago within the Walled Garden with a theme of colours mixed and blended together to create a harmonious display.

Millennium Garden: A 4-acre French parterre garden, encompassing the 10th Duke and Duchess of Roxburghe's initials.

Greenhouses: Used to produce flowering plants for decorating Castle rooms. Grapes, peaches and tomatoes are also grown within the glasshouses.

The Star Plantation: A natural woodland that is maintained throughout the year.

Grass Areas: Extensive lawns and driveways that surround the property.

Castle Decoration: Beautiful floral displays throughout for visitors and guests to enjoy.

Vegetable Garden: Providing the Castle kitchen with a wide range of seasonal produce.



Additional requirements of the role:

Planning and Organising: Liaising with the family to make sure all requirements in the garden and the supply of plants, flowers and vegetables are fulfilled.

Health and Safety: Ensuring that all health and safety requirements are implemented and followed.

Promotions: Showcasing the gardens to visitors through hosting regular garden tours and workshops, bringing to life the different horticultural techniques employed.

Development: Assisting in the development of the gardens to maintain Floors Castle as a premier visitor attraction.



Candidate:

The successful candidate will possess relevant qualifications and skills and will have been a senior member of a garden team preferably at a historic house. He/she must possess the necessary practical skills to maintain the gardens to the highest standards and to take a creative idea and see that through to reality.

He/she will have extensive experience managing a historic garden, as well as significant experience managing, mentoring and coaching a team.

He/she will have a capacity to take on a diverse and fulfilling workload which may require innovative solutions to meet the day to day challenges that may arise.

He/she will have experience in commercial and financial areas with responsibility for stock and budgetary control.

He/she should take pride and satisfaction from the meticulous attention to detail they will apply to the role and be capable of managing multiple tasks in a confident and personable manner, ensuring their success.

He/she will be flexible and sensitive in respecting the history and traditions of the operation while having the imagination to retain, adapt or change these as necessary.

The candidate will be confident, outgoing and affable who is happy to deal with the general public sharing their knowledge and experience.

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Excellent plant knowledge, communication and organisational skills are required, as well as RHS Level 3 (or equivalent). An understanding of health and safety and experience of using garden equipment and machinery is essential.

A full, clean driving licence for the UK essential.

Rewards:

Roxburghe Estates will offer a competitive package with attractive pension and other benefits. Accommodation available if required.

For further information please contact:
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