

WORK WITH US

Gardener (permanent)
Job information pack

JOB DESCRIPTION

Job Title:	Gardener
Working hours:	35 hours per week, including occasional weekend and out of hours work (we are open to flexible and part-time working).
Term:	Permanent
Salary:	Band D (2025/26) £35,000 - £38,000 (dependant on experience)
Department:	Operations
Reports to:	Head of Operations
Working with:	Gardening volunteers (with support from our new Volunteer Manager)
Application deadline:	Noon (12pm), Wednesday 12 March 2025

ABOUT THE ROLE

We are looking to recruit a pro-active gardener, who is passionate about horticulture and enjoys interacting with the public and volunteers. The Gardener will lead the vision for our gardens, both in their practical upkeep and maintenance, how they connect with the work we do across the organisation.

We are unique in London to be surrounded by three acres of beautiful gardens, that are loved by our local community and intrinsic to our appeal. We currently welcome over 150,000 visitors per year and we have ambitions to double this over the next two years.

The Gardener will be a new position on the Dulwich Picture Gallery team, joining at an exciting time whilst we develop our outdoor spaces for the future. At the time of joining, we will be nearing completion of Open Art, a project that spans significant developments to transform our gardens, including sculptures, a land art form and over 125 new trees, hedges, and wildflowers, with sustainability at its heart. More information can be found at www.dulwichpicturegallery.org.uk/about/open-art.

This is an opportunity to shape the future of the gardens and for hands-on practical work and creativity. This is a managerial position and you will oversee a team of gardening volunteers. We have a Volunteer Manager on our team who will help you recruit and support the volunteers.

You'll ensure everyone feels welcome through modelling inclusive leadership and working with other members of the team to make changes that improve access to the garden.

We are open to discussing flexibility on the working arrangements that allows for seasonal workloads, e.g. longer hours in the Spring/Summer and less in the Autumn/Winter.

As the gardens are open to the public during the day, some early morning and evening working is required e.g. grass cutting before we open.

MAIN DUTIES

- Develop and put in place a detailed garden maintenance plan that includes grass cutting, weeding, pruning, planting, pest control, fertilizing, and watering to ensure that the gardens and grounds are always in excellent condition. This is a combination of doing practical work yourself and also delegating to the volunteers.
- Maintain the Land Art Form designed by Kim Wilkie in The Lovington Sculpture Meadow and ensure it looks its best throughout different seasons.
- Lead, motivate and manage a team of volunteers to work safely and productively in the gardens.
- Ensure all health and safety and compliance requirements are adhered to including the use of personal protective equipment and safe working practices.
- Manage the planting, propagation and cultivation of all plants, shrubs, trees and flowers in the garden, ensuring that they are healthy and thriving.
- Work closely with the Head of Operations to develop and implement a long-term sustainable plan for the garden and grounds.
- Maintain an inventory and instructions of all tools and equipment used for gardening and landscaping, ensuring that they are in good condition and that replacements are ordered as required.
- Keep and maintain records of work carried out in the gardens such as planting schedules, maintenance records, and inventory records.
- Oversee the overall presentation of the gardens including basic maintenance and placement of garden furniture.
- Book and oversee any occasional specialist contractor works.
- Manage the maintenance and upkeep of garden structures, such as fences, planters and composting areas et al.
- Work with our Programme and Engagement Team to feed into ideas for a programme of activities to engage everyone in our community with our grounds.
- Work with other departments where use of the gardens is required and may be affected.
- Ensure all who help in the garden are appropriately trained and inducted.
- Ensure the good overall presentation of the Site.

PERSON SPECIFICATION

Essential

- Level 3 or above RHS horticulture qualification and/or equivalent experience as a gardener within a similar size garden.
- A strong knowledge and vision of horticulture.
- Up-to-date knowledge of Health and Safety and COSHH regulations.

Essential continued...

- Experience of writing and reviewing risk assessments.
- Experience of working with volunteers.
- Personable with a friendly approach.
- Able to interact with stakeholders, staff, visitors and volunteers.
- Adaptable to different working conditions.
- Commitment to working as part of a wider team.

ADDITIONAL INFO AND HOW TO APPLY

Annual Leave:

25 days per year (pro-rata) plus your birthday, UK bank holidays, and an additional two discretionary Director days holiday per year. If a bank holiday is worked, then this can be taken in lieu.

Pension:

The Gallery auto enrolls employees into a pension scheme in accordance with Part 1 of the Pensions Act 2008

Salary:

Band D (2025/26) £35,000 - £38,000 (dependant on experience)

Benefits

- Flexible working (this can be requested and is at the discretion of the line-manager and within the constraints of the role)
- Discount in the Gallery shop and café
- Interest free season ticket loan and cycle to work scheme
- Part of the reciprocal arrangement with free entry to many museums and galleries across London

How to apply:

Applications should be made by submitting a CV and maximum one page covering letter or video application to recruitment@dulwichpicturegallery.org.uk. Please apply by **Noon (12pm), Wednesday 12 March 2025**.

We value the perspectives and experiences that you can bring and even if you feel you meet some of the criteria, but not all, we encourage you to apply. In your covering letter let us know how your skills and experiences, from wherever you have come from, will bring benefit to the role and the team. We are happy to support with any resources and adjustments for anyone who needs it, to make applying for this role easier. In your application please do let us know how we can support you; this will not influence your application.

In addition to submitting your CV and covering letter or video application please complete the anonymous [Equality, Diversity and Inclusion Monitoring Form](#).

At Dulwich Picture Gallery, we recognise our responsibility to provide meaningful and relevant experiences for everyone. We welcome applications from applicants with experience of working, living or studying within our key priority boroughs of Southwark, Lambeth and Lewisham, and are particularly keen to hear from candidates who identify as Black, Asian and minority ethnic, disabled and/or people from lower socio-economic backgrounds, as these groups are currently underrepresented in our organisation and reflect our local community.



Sculptures by Yinka Shonibare CBE RA and Li Li Ren in our Garden 2024.

BRAND AND CULTURE

Our Vision

A world where closer connection with art enhances life

Our Mission

Unlock art for all, to spark ideas and imagination

Our Shared Idea

Bringing art to life and life to art

OUR VALUES

Show you care

We care for our collection, our site, our audiences, communities and each other

Dare to try

We are ambitious and inventive, and unafraid to try new things; valuing creativity and considered experimentation

Bring others with you

We are open and communicative, creating and sharing opportunities through positive partnerships