

<b>Role Title</b>	Senior Horticulturist – Temperate Nursery & Display
<b>Team</b>	Horticulture
<b>Reports to</b>	Director of Horticulture and Curation
<b>Salary</b>	£27,000 - £29,400

## INTRODUCTION

Birmingham Botanical Gardens is one of the most historically significant Botanic Gardens in the UK; a sole survivor of its type from the group of early 19th century Botanic Gardens set up with public subscriptions in the UK's major cities. The registered Grade II\* landscaped Gardens occupy 15 acres, 1 mile from Birmingham City Centre, and opened to the public in 1832. The Glasshouse range encompasses a Tropical House, Sub-tropical House, Mediterranean, and Arid houses and Alpine houses. The Nurseries support the displays as well as producing bedding plants for the historic terrace and bandstand.

In the present day, Birmingham Botanical Gardens is an independent educational charity aiming to offer world-class environmental education in a green environment to audiences in all communities. We are in the development phase of a National Lottery Heritage Fund capital project, which includes restoring the glasshouse range and supporting Nurseries.

A talented Glasshouse Senior Horticulturist is therefore sought to join our small team. This team member will lead the production for seasonal planting schemes in the garden and propagation for the Garden's teams as well as contributing significantly to the Capital Project, supporting the other Glasshouse Senior Horticulturist who has a focus on display and also working closely with the rest of the Gardens team. This post will also be key to piloting the production of UK Native plants for Species translocation programmes.

## ROLE PURPOSE

- To maintain and develop the Glasshouse living collections at Birmingham Botanical Gardens to an exceptionally high standard of presentation and curation;
- To lead the production of plants for seasonal displays and propagation for the gardens collections and restoration;
- To do so within a small team of horticulturists, regularly participating in team activities, meetings and covering critical horticultural tasks across the gardens and glasshouses as and when required;
- Daily supervision of volunteers, trainees and apprentices;
- Working Monday- Friday and Weekend duty cover, with time off in lieu;
- Auditing and creating a development plan for named areas in consultation with the Director of Horticulture and Curation and in line with the Living Collections and Garden Strategy;
- Undertaking labelling, accessioning, and verification on the plant database.
- Planning work maintenance schedule and agreeing with the line manager;
- To deliver all horticultural tasks in line with best practice, risk assessments health and safety legislation, COSHH assessments;
- Purchasing and horticultural activities conducted in line with plant acquisition, biosecurity, ethical/sustainable sourcing policies pertinent to the post;
- Developing and delivering integrated pest & weed management programme for named areas and management of plant nutrition;
- Supporting interpretation and engagement strategy by contributing to copy for interpretation & marketing as well as delivering tours.

## **PRINCIPAL ACCOUNTABILITIES**

1. To work in accordance with BBG's Values and Behaviours, to ensure that you are working hard and go above and beyond to deliver excellence to maintain and improve BBG for current and future generations;
2. Positively contributing to ensuring that the BBG work environment is one that supports Equalities, Diversity and Inclusion for all – including, but not restricted to: staff, volunteers, trainees and apprenticeships, members of the public
3. Be an enthusiastic ambassador for BBG, contributing to the visitor experience by delivering tours and contributing to interpretation and marketing

## **SPECIFIC RESPONSIBILITIES**

### **TEAMWORK, APPRENTICE, TRAINEE AND VOLUNTEER DEVELOPMENT**

- To regularly attend and contribute to team activities – including whole team, cross garden working, including shared irrigation duties and meetings;
- Supervise a small team of Glasshouse and Nursery volunteers, apprentices, trainees and interns;
- Train apprentices and volunteers on horticultural tasks as agreed;
- Identify short- and long-term tasks and discuss with the line manager;
- Plan and lead corporate volunteer days where appropriate to cover large seasonal tasks;
- Assist with inductions for all new staff, apprentices, trainees, interns and volunteers;
- Have regular contact with the line manager and deputise as necessary;

### **HORTICULTURAL MAINTENANCE AND DEVELOPMENT**

- Carry out all horticultural tasks to a high standard;
- Keep areas of glass and at times grounds maintained and cared for;
- Take responsibility for designated areas, to ensure high horticultural standards are reached and kept to;
- Keep plant records and assist in the updating of electronic plant records database/spreadsheets;
- Be aware of changes in horticultural practices;
- Develop and execute a maintenance and management plan in line with the Living Collections Strategy for the Glasshouses and Nursery.

### **EQUIPMENT AND MATERIALS**

- Ensure all tools and equipment are used correctly and cared for, efficiently and safely by assigned volunteers, trainees and apprentices in keeping with current health & safety practice.
- Assess equipment needs and make costed recommendations to the line manager;
- Conduct new equipment and materials purchases and associated paperwork;
- Support in receipt of sign off garden supply deliveries;
- Help organise and keep the storage rooms tidy.

### **HEALTH AND SAFETY**

- Carry out all duties in accordance with any relevant Health and Safety legislation including the Health and Safety at Work Act 1974, paying particular attention to the public's safety;
- Identify potential risks at work and write risk assessments and safe systems of work procedures for specific tasks and complete incident forms;
- Carry out health and safety awareness talks with the volunteers, trainees and apprentices before starting a new job when appropriate;
- Operate the machinery in a safe manner in accordance with the BBG Health and Safety Policy, the Codes of Practice for safe handling and manufacturer guidelines;

- Working at height;
- Assist in supervision and monitoring of contractors and ensure they are adhering to the procedures and method statements agreed.

### **ENGAGEMENT & INCOME GENERATION**

- Assist garden-based engagement sessions at the Gardens in liaison with the Engagement & Commercial teams;
- Enhance visitors' enjoyment of the Gardens, through tours and workshops;
- Assist members of the public with queries;
- Develop the Glasshouse collections, including contributing to the Glasshouse restoration plans, propagation and redesign, alongside Glasshouse festivals and other development of best practice;
- Support the wider team with events, including preparation, set up, delivery, take down and any reinstatement works;
- Assist the wider team to ensure that contractor run events and projects are managed within the guidelines set by Birmingham Botanical Gardens.

### **LINE MANAGEMENT RESPONSIBILITY**

Daily supervision and training of volunteers and trainees

### **SUPERVISION**

Working under the direction and/or supervision of staff: Duty Manager, Director of Horticulture and Curation, other line managers

### **WORKING CONDITIONS**

Office environment, outdoor gardens and glasshouse environments, involves lifting/manual handling, weekends, late evenings, some lone garden working whilst other BBG staff are on site etc, hot and cold weather. Weekend duty on a rota with the whole Garden's team.

## PERSON SPECIFICATION

Area	Essential	Desirable
<b>Knowledge</b>	Good knowledge of a range of Plant families typically grown under glass.	Knowledge of Birmingham Botanical Garden's Heritage and value
	Knowledge of horticultural conservation best practice in terms of ex-situ conservation	Knowledge of key frameworks and policies governing Botanic and Heritage gardens
	Have a wide working knowledge of nursery horticulture practices and techniques including diverse plant knowledge; good plant husbandry; planting and management; formative pruning, maintenance of climbers; P&D control; wide range of machinery; integrated pest management	Knowledge of cultivation of tropical aquatic plants including <i>Victoria</i> spp.
	Plant nutrition requirements of a range of plants likely to be cultivated in a Tropical, Subtropical, Tender Temperate and Arid plant display across different stages of plant life cycle	
<b>Experience</b>	Substantial experience in a Botanical Garden or Historic Garden setting, ideally under glass, with display and nursery work	
	Experience of creating temporary horticultural displays for example, pot displays to communicate and engage stakeholders	
	Experience of leading and training volunteers and trainees in a horticultural setting	
	Significant Glasshouse Nursery experience across a range of Climates from moist & dry Tropical,	Glasshouse Display experience across a range of Climates

	Subtropical, Tender Temperate and Arid	
	Solid experience of developing and implementing an IPM programme across a range of climates and a range of plant hosts in a public access site	
	Experience of designing and delivering temporary plant displays to drive sustainability and horticultural excellence	
<b>Qualifications</b>	RHS level 3 or above	Design qualification or equivalent experience
	Maintenance of horticultural machinery with certificates to demonstrate competency	LANTRA ladder training, NIFTY lift license or Mobile scaffold tower tickets
	FEPA PA1 & PA6 Qualified	PA 9 Qualified, with experience
<b>Skills</b>	Good communication skills	IT Skills, to include Microsoft Office package, plant database systems, ideally IRIS BG
	Able to carry out tasks requiring high levels of manual dexterity, as well as physically demanding tasks	Working at height; able to devise and train in safe systems of work for significant plant moves and maintenance
	Able to plan, prioritise work and take responsibility for the task	
	Able to train staff and volunteers in correct horticultural procedures	
	Nursery skills, able to plan and execute propagation plans for hardy to tropical, and bedding plants	
<b>Other</b>	High attention to detail	
	Flexible – be willing to give support where necessary	

	Approachable and positive	
	Problem solving approach	

To apply, please send a CV and a covering letter to:

[jobs@birminghambotanicalgardens.org.uk](mailto:jobs@birminghambotanicalgardens.org.uk)

We will be looking to shortlist after 29th March 2024.