



### **Gardener - Scone Palace & Estate**

An excellent opportunity has arisen for an experienced gardener to join the team responsible for the maintenance and development of the historic gardens and grounds surrounding Scone Palace, a 5 star visitor attraction.

The successful applicant will work alongside volunteers and horticultural students and be involved in projects with the local community and schools taking place in the gardens.

The gardens and grounds contain a fine tree collection, Victorian Pinetum, maze, borders that contain an expanding plant collection and a Kitchen Garden that supplies fresh produce to the Palace catering team. This role will have a focus on the evolution of the Kitchen Garden and vegetable production 2 days per week, therefore, experience within a kitchen garden is desirable.

In what is an exciting period of the gardens history, the successful applicant will also be involved in work to preserve the designed landscape that surrounds the Palace.

Applicants should have an SVQ2 in Horticulture (or equivalent) as well as practical grounds/horticulture experience, PA1 and PA6 for chemical application and a full driving licence.

Applicants must be self-motivated, passionate about the presentation of the gardens and grounds, be a positive communicative team member and possess the drive to work unsupervised. Weekend work will be required on a rota system.

Purpose of role: To undertake and assist in the provision of excellent standards of garden and grounds maintenance and presentation as directed by the Head Gardener, adhering to Health & Safety systems.

Your skills: SVQ Level 2 in Horticulture or equivalent and full, valid in UK, driving licence are essential for this role. PA1 & PA6 chemical spray certificates, chainsaw certificate and tractor driving experience is desirable.

Work pattern: Full-time, Monday to Friday with weekend cover on a rota system.

What we can offer: The opportunity to work in a unique and varied environment. The company provides ongoing training, pension scheme, 34 days paid holiday and membership of our Staff Benefits Scheme which gives access to discounts in our Retail Stores and Coffee Shop, free friends access to the Palace, discounts on self-catering accommodation, and much more.

For more information: download a detailed job description and application form  
[www.scone-palace.co.uk](http://www.scone-palace.co.uk) or contact 01738 552300

To apply: complete an application form or submit your CV and covering letter to:  
[anne@scone-palace.co.uk](mailto:anne@scone-palace.co.uk)  
Scone Palace, Perth, PH2 6BD



**Job Description: Gardener, Scone Estates**

Job Title:	Gardener	Responsible to:	Head Gardener
Main purpose of job:	To undertake and assist in the provision of excellent standards of garden and grounds maintenance and presentation as directed by the Head Gardener.		
Main responsibilities include :			
<ul style="list-style-type: none"><li>• Carry out seasonal maintenance of flower, shrub, vegetable gardens and lawns, including trees, hedges, shrubs, roses, climbers, herbaceous plants and annuals.</li><li>• Carry out formative, seasonal and rejuvenating pruning of deciduous and evergreen trees, shrubs, climbers and hedges.</li><li>• Ensure the cleanliness of the propagation areas, greenhouses and cold frames. Cleaning and watering/damping down as required.</li><li>• Propagating plants from seed and vegetative means, pricking out and potting on stock as required.</li><li>• Use of garden machinery as necessary including mowers, strimmers, mini tractor and trailers, scarifiers, and other machinery and hired plant. Not to use any such equipment unless trained in its use and to be aware of the contents of the Manufacturers Users Manual paying particular notice of safety and maintenance notices. Report immediately any faults with such equipment to the Head Gardener</li><li>• Machine maintenance under supervision.</li><li>• Specialist turf maintenance.</li><li>• The appropriate, timely and safe use of pesticides, as directed under suitably qualified supervision and if appropriate, subject to you holding valid certification.</li><li>• Optimum use of composting systems.</li><li>• Maintenance of paths, walls, gates and other hard landscaping.</li><li>• Provide assistance to the other garden staff and estate staff as required, with guidance from the Head Gardener.</li><li>• To work with and assist our team of Garden Volunteers; horticultural students or any other groups or persons working alongside the Gardening team.</li><li>• To maintain a safe and tidy work area. When working with equipment to be aware of other members of staff and visitors.</li><li>• Help set up the Palace and Grounds for functions and events as required.</li><li>• To have an understanding of all current Health and Safety legislation. To use the correct PPE. To use tools and equipment only for the purpose for which they were designed and report any Health and Safety Issues immediately to the Head Gardener.</li><li>• Any other reasonable duties as directed by the Head Gardener.</li></ul>			

*This job description is a guide to the nature of the work required it is not wholly comprehensive or restrictive.*

September 2025



**Person Specification: Gardener, Scone Estates**

FACTOR	ESSENTIAL (E) Or DESIRABLE (D)
<b>QUALIFICATIONS</b>  SVQ Level 2 in Horticulture or equivalent Driving licence PA1 & PA6 chemical spray certificates Chainsaw certificate Tractor driving certificate	  E E D D D
<b>EXPERIENCE</b>  Experience in a similar role	  E
<b>SKILLS AND ABILITIES</b>  Ability to follow instructions and procedures without constant supervision. Ability to work independently & use initiative Work in a systematic and orderly manner Ability to engage with a diverse range of colleagues & visitors	  E  E E E
<b>PERSONAL QUALITIES</b>  Team player Flexibility Attention to detail	  E E E
<b>MOTIVATION</b>  Proactive approach to work Reliable and keeps good time Demonstrates drive	  E E D