



Job Description

Post	Gardener
Reports to	Facilities Manager
Hours per week	40 hours per week, Monday to Friday, 8:00am – 4:30pm (with occasional weekend work)
Location	Westway Trust Estate, W10 5XL
Salary	£29,081 per annum

The Westway Trust is a unique charity that stewards the resources of 23 acres of space under the Westway A40. In 2019, a local community campaign ensured that the Board of the Trust is led by local people and the Westway Trust now works together with the local community to enable North Kensington to thrive.

In 2021, a new CEO was appointed and a new plan was created for the organisation. This plan set a new vision, mission and values and the Trust now has a clear transformation programme to achieve social, environmental and economic wellbeing and justice. Our leadership team is testament to our values as we strive for excellence and to deliver our ambition we work with a whole range of stakeholders including around 80 Member Organisations. You can see the organisations plan at: www.westway.org/about-us/horizon-plan/

The estate is home to more than three acres of public green space, 120 tenants including more than 20 charities and non-profit organisations, two sports and fitness facilities, 48 light industrial units, 4 car parks, 34 offices, 32 shops, community stables development and an Olympic-registered skate park. This role is critical to ensuring management of a vibrant, diverse and thriving estate.

We already receive more than one million visitors each year to the estate, and we want to expand the community, cultural, retail, sporting and enterprise opportunities here together with improvements to the public realm so that it is a place the tenants and community is proud of and even more visitors can enjoy.

Job purpose

To work as a proactive member of the Grounds and Gardens team, under the direction of the Technical Services Manager. To bring your enthusiasm and expertise to the maintenance and development of the grounds and gardens within a flexible and hard-working team. To work in an effective, efficient, and safety conscious manner throughout the estate, to ensure continuity of the use of the grounds and gardens.

Principal accountabilities

The list below outlines the principal duties and tasks related to this role. This list is not intended to cover every responsibility as by the nature of this role, the gardening duties will develop in line with the needs of Westway Trust and the communities of North Kensington.

- Gardening duties will include: Planting, monitoring the health of all plants and green spaces, watering and feeding plants, pruning trees and shrubs, fertilising and mowing lawns, weeding, dealing with pests and diseases, and keeping green spaces and walkways clean and clear of debris and litter. Ultimately, you will make sure our gardens and green spaces are always healthy and beautiful.
- Working as part of the Grounds and Gardens team to maintain and improve soft and hard landscaping on Trust land as directed.
- Assisting in keeping Westway Trust's land clean and tidy and reporting any damage.
- Co-operating with the Events Team and other Westway Staff to deliver support to events as part of the team.
- Welcoming volunteers and community groups onto the estate to learn from the Grounds and Gardens team.
- Ensuring all relevant Health and Safety standards are adhered to with regards to personal safety, and the safety of members of the public using the gardens.

- Being responsible for the proper use, maintenance and safe storage of all plant, machinery, tools and equipment such as leaf blowers, strimmers, hedgecutters, graffiti removal equipment and mowers.
- Undertake planned and unplanned garden maintenance work on Trust grounds as directed.
- With the team, maintain a log of incidents/occurrences that happen in the grounds and gardens and report as required.
- Engaging positively with the public and the diverse community in North Kensington and in accordance with our Equalities policies.
- Any other duties as may be reasonably required.

Person specification

You will be an enthusiastic Gardener who will be committed to working for a charity supporting and enhancing the lives of people in the local community.

- Experience as a gardener.
- Good communication skills and team working skills.
- Ability to work using initiative and be proactive, reliable and flexible.
- Good knowledge of plants, horticulture, horticultural processes and good plant identification skills.
- Practical ability to use and maintain tools.
- Experience of working in public open spaces.
- Knowledge of relevant health and safety procedures.
- Experience of managing greenhouse/indoor plants and plant propagation.
- Knowledge of pests and diseases and how to eliminate them.
- Demonstrable commitment to biodiversity and improving green spaces.
- Demonstrable understanding of the needs of diverse communities and a commitment to equality of opportunity.
- Driver's license (desirable).

The ideal candidate will demonstrate the Trust's Values— Courage, Openness, Equity, Integrity, and Sustainability — at all times in their work and behaviours.