



LIVERPOOL  
HOPE  
UNIVERSITY

1844

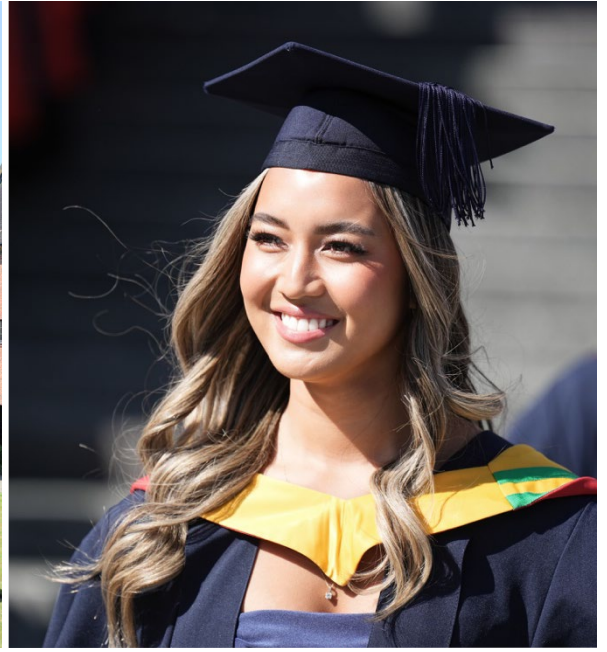
## Recruitment Pack

# GARDENER

Job Reference: 4ABSE16A (Fixed Term 12 months)

Closing date: Friday 17<sup>th</sup> April 2026 at 5.00pm.

[www.hope.ac.uk](http://www.hope.ac.uk)





**POST:** GARDENER

**STARTING DATE:** ASAP

**SALARY RANGE:** £25,804-£28,031 (Grade 4) per annum

**TYPE OF CONTRACT:** Fixed Term (12 Months)

**WORK PATTERN:** Full time, 35 hours per week.

**REPORTS TO:** Head of Gardens & Grounds

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## The Post

Liverpool Hope University, known as the Garden Campus for its unique decorative and award-winning gardens, is looking to recruit a gardener on a one year fixed term contract working alongside our existing team of gardeners.

Working at our three campuses and under the guidance of our Head of Gardens and Grounds, you will carry out a wide range of duties, including; general garden maintenance, hedge and tree pruning, grass cutting and assisting with the planning and design of new areas.

### Who We're Looking For

We welcome applicants from individuals who enjoy delivering excellent customer service and working collaboratively as part of a team. If you have a keen eye for detail, a strong work ethic, and a commitment to maintaining high standards, we would love to hear from you!

Candidates should hold a full UK Driving Licence.

## Job Description/Key duties of the post

<b>Job Title</b>	<b>Gardener</b>	<b>Code</b>	<b>4ABSE16A</b>
<b>Department</b>	<b>Estates</b>		
<b>Reports to</b>	<b>Head of Gardens and Grounds</b>		
<b>Accountable To</b>	<b>Estates Services Manager</b>		

### **Purpose of Job**

To work as part of a team to ensure gardens and grounds across all the University's campuses are maintained to a high standard.

### **Key Tasks / Responsibilities**

The following is a guide of duties commensurate with this role; it is not exhaustive.

- Undertake all aspects general garden maintenance and preparation (including propagation, digging, edging, hoeing, pruning, plant labelling etc.)
- Use initiative, skills and knowledge to determine the most appropriate approach to gardening and maintenance tasks requiring specialist expertise, ensuring full compliance with university policies and procedures.
- Planting of new replacement bulbs, flowers, shrubs, hedges etc.
- Hedge and tree pruning in accordance with TPO regulations. Understanding of the TPO Regulations
- Lawn maintenance and cultivation to a high standard.
- Design of new of changes to planting beds when required.
- Operate gardening machinery in a safe manner in accordance with the manufacturer's instructions University's & departments Health & Safety policy.
- Maintain lawns, plants, trees etc, with the appropriate fertilizers, plant/tree food etc. in a safe manner in accordance with the University Health & Safety policies.
- Weed control via the application of herbicides, fungicides etc. according to Health and Safety regulations and relevant spraying licenses
- Deputise of the Head of Gardens and Grounds when required.
- Independently maintain the gardens at Aigburth and the Creative campuses
- Provide first line support to apprenticeship Gardener, ensuring timely guidance and the effective delivery of training support as required
- Clearance of university gardens and pathways of leaves.
- Ensure all aspects of their duties are delivered in a safe way in accordance with the university & departments Health & Safety requirements. Report any risks and Health & Safety issues within the University grounds.
- Maintain the University artificial sport pitches to the required standard.
- Line marks the University sports fields
- Drive University vehicles when required.
- Assist with snow clearing of university grounds in the winter when required.

<b>These key tasks are not intended to be exhaustive, but they highlight a number of major tasks that the post-holder may be reasonably expected to undertake.</b>
<b>Regular contacts (internal / external)</b>
Vice Chancellor Director of Estates Estates Services Manager Head of Gardens and Grounds Apprentice Gardener Estates Staff University Staff & Students
<b>Staff Reporting to Post holder</b>
None

## Person Specification

Application Form (A) Interview (I)	Essential (E) Desirable (D)	Method of Assessment
<b>Educational Requirements</b>		
Good general education	E	A/I
<b>Professional/Technical &amp; Occupational Training</b>		
Full UK Driving Licence	E	A
Relevant Certificates in First Aid, Fire Fighting, Manual Handling etc.	D	A/I
NPTC <i>Certificate</i> of Competence in the use of Pesticide	E	A
Professional Gardening/Horticulture Qualification	E	A
<b>Experience</b>		
Commercial Gardening Experience	E	A/I
Experience of working as part of a team	E	A/I
Experience of training or providing support and mentorship to colleagues	D	A/I
Experience of safe working practices.	E	A/I
<b>Skills and Knowledge</b>		

Good oral communication and interpersonal skills	E	A/I
Demonstrable skills and knowledge to determine the most appropriate approach to gardening and maintenance tasks requiring specialist expertise - (including propagation, digging, edging, hoeing, pruning, plant labelling etc.)	E	A/I
<b>Any Other Requirements</b>		
Flexibility in relation to working patterns and arrangements that are required.	E	A/I
Maintain a high standard of appearance (e.g. uniform and high visibility jacket etc.)	E	I
Ability to meet physical demands of the role without the need for reasonable accommodations, including: standing, walking, lifting, climbing, pushing, pulling, balancing, stooping and handling heavy machinery.	E	A/I

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## Contact for Queries

Dave Kerry  
 Estates Services Manager  
[kerryd1@hope.ac.uk](mailto:kerryd1@hope.ac.uk)

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## Conditions of service:

This post is based at Hope Park campus. However, you may be required to work in other areas of the University as and when required.

The post is fixed term, subject to the normal probationary period of 12 months.

Salary scale for this post is £25,804-£28,031(Grade 4) per annum. New appointments will normally be made on the first incremental point of the advertised grade within the salary scale. In certain circumstances, it may be appropriate to offer a candidate a higher incremental point of the advertised grade. A higher salary will not be offered purely on the fact that it has been requested. Any starting salary above the first incremental point of the advertised grade must be justified and **supported by evidence**. Salary is payable monthly in arrears by bank giro credit on and around the 20<sup>th</sup> of each month.

The annual leave runs from 1st September to 31st August. Holiday entitlement is 28 days per year plus statutory Public Holidays and Liturgical days. This entitlement is pro-rated for part-time staff.

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## Further Information

Liverpool Hope University has two main teaching campuses – Hope Park in the Liverpool suburb of Childwall and the city centre Creative Campus.

We have invested more than £60 million in buildings and equipment over the past eight years and we are proud of our campuses. Stunning listed buildings sit alongside modern architecture, and with beautiful gardens and facilities, which make Liverpool Hope University a unique place to work and study.

### Mission and Values

Liverpool Hope University is an ecumenical Christian Foundation, which strives:

- to provide opportunities for the well-rounded personal development of Christians and students from other faiths and beliefs, educating the whole person in mind, body and spirit, irrespective of age, social or ethnic origins or physical capacity, including in particular those who might otherwise not have had an opportunity to enter higher education;
- to be a national provider of a wide range of high-quality programmes responsive to the needs of students, including the education, training and professional development of teachers for Church and state schools;

- to sustain an academic community, as a sign of hope, enriched by Christian values and worship, which supports teaching and learning, scholarship and research, encourages the understanding of Christian and other faiths and beliefs and promotes religious and social harmony;
- to contribute to the educational, religious, cultural, social and economic life of Liverpool, Merseyside, the North-West and beyond.

### **Liverpool Hope's Values**

Hope strives to meet the following values, which are integral to the fulfilment of its Mission:

- be open, accessible and inclusive,
- take faith seriously, being fully Anglican, fully Catholic, fully ecumenical, fully open to those of all faiths and beliefs,
- be intellectually stretching, stimulating, challenging,
- be hospitable, welcoming, cheerful, professional, full of Hope; creating supportive communities in aesthetically pleasing environments,
- be well-rounded, holistic, integrated, a team, a community of communities, collaborating in wider partnerships.

### **Equality and Diversity**

Consistent with its Mission, Liverpool Hope strives to be a University where the individual and individuality matter. We hold students, staff and visitors in high regard and we seek to foster a working and learning environment that recognises and respects difference. All staff are expected to comply with the University's Equality and Diversity policies in the performance of their duties.

### **Health and Safety**

Liverpool Hope University is committed to ensuring the health, safety and welfare of all staff at work and of students, visitors and others by continuous improvement in standards of health and safety. All staff are expected to comply with the University's Health and Safety policies in the performance of their duties

### **Sustainability**

Liverpool Hope University is committed to enhancing the quality of its environment for its staff and students working and living at the University and the wider community; and aims to manage its operations in ways that are environmentally sustainable, economically feasible and socially responsible. All staff are expected to work in accordance with, and promote the University's sustainability practices.

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## Benefits of working at Liverpool Hope University

Liverpool Hope offers its employees a full range of benefits:

### Pay and Pensions

- Competitive rates of pay defined using the HERA job evaluation scheme
- Pension schemes with generous employer contribution

### Home and Family

- Generous Annual Leave Arrangement
- Opportunity for flexible working arrangements

### Training and Development

- Induction training for all new staff
- Staff development opportunities

### Health and Well-Being

- Hope Park Sports fitness suite and classes with discounted membership
- A range of food outlets with healthy eating options
- Staff counselling service
- Staff cycle scheme
- Support with lifestyle changes
- A range of social activities and groups
- On-site chapel, multi-faith prayer room and Chaplaincy
- Eye testing scheme

We also provide a variety of staff discounts ranging from reduced price Theatre tickets to discounts on beauty treatments.

### Library services

Liverpool Hope's Library Service provides access to a wide-ranging collection of physical and online resources to support learning and research. The service also provides different types of study space across both campuses to support the wide range of learning styles and needs, from individual study rooms to group spaces, and from silent study to more relaxed social learning

### Car Parking

All users of University car parks are required to pay for their use. The University has a scalable charging system for annual permits and pay and display facilities for occasional users.

We recruit staff nationally and internationally as we seek out the best to help build Hope for the future. If you join us, you will be doing so at an exciting and challenging time as we work to build a liberal arts inspired university of distinction in the UK.

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## How to apply

You can download the application form by the link below:

[How to apply](#)

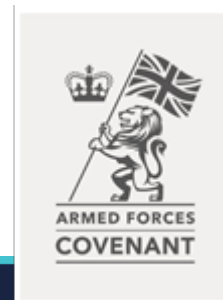
## Useful Links

[www.hope.ac.uk/lifeathope/welcome](http://www.hope.ac.uk/lifeathope/welcome)

<https://www.hope.ac.uk/gateway/staff/peopleservices/>

[www.hope.ac.uk/jobs](http://www.hope.ac.uk/jobs)

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