

COLCHESTER ZOO

Colchester Zoo is home to over 180 species and is dedicated to supporting conservation projects around the globe. As an award-winning visitor attraction with over 1 million guests visiting each year, every staff member at the zoo works together to ensure that our guests have an enjoyable and unforgettable experience.

JOB TITLE: Soft Landscaping Gardener

We are looking for a person to fill a vacancy that has arisen in the Gardening Team at our award-winning zoo, East Anglia's premier tourist attraction.

As part of our organization's mission statement, we aim to provide guests with an excellent customer experience and the successful applicant will make a significant contribution to this by ensuring guests using our grounds experience the highest level of quality and service.

As a soft landscape gardener at Colchester Zoo your job will be carrying out responsibilities including hedge cutting, strimming, cutting and maintaining grass, monitoring the health of all plants (including indoor planted areas), watering and feeding plants, weeding gardens and keeping green spaces clear of debris and litter. Ultimately, your job is to make sure our gardens and green spaces are always healthy and look beautiful.

You will cut browse and enrichment for animals and enclosures.

During school holidays and Bank Holidays you will be expected to assist with car parking duties. The right person for this job must enjoy working inside and outside in all weather conditions. The work involves a lot of walking, lifting and bending, strimming and hedge cutting and you will often have to wear waterproof and protective clothing. No two days are the same at Colchester Zoo.

You must want to work to promote and achieve the high standards of safety and quality compliance that Colchester Zoo demands for our guests, colleagues and animals.

You will have early starts and work can involve evenings, weekends and Bank Holidays.

Please note that this is a 1 year position, full-time role.

If you are:

- Hard-working and committed.
- Practical and methodical.
- Able to organise and prioritise your workload
- Adaptable and willing to learn
- Patient and pay attention to detail.
- Fit enough and able to use a range of hand and power tools.
- Aware of health and safety issues.
- Work well alone and as part of a team.
- Environmentally aware.
- Calm when dealing with guest enquiries

we would love to hear from you!

KEY RESPONSIBILITIES

To liaise with Supervisor and other team members to perform the required daily operations and any construction / maintenance tasks deemed appropriate

- To liaise with Supervisor and other team members to perform the required daily operations and any garden maintenance tasks deemed appropriate.
- Working across the site to deliver a range of maintenance activities on time and to a high standard
- To ensure that the presentation of Colchester Zoo gardens gives the most favourable impression at all times
- Install and maintain plants
- Mow, trim and fertilize green spaces
- Weed and mulch gardens
- Prune and trim shrubs and bushes
- Maintain all gardening equipment and machinery, mowers, trimmers and leaf blowers
- Monitor and maintain the health of plants
- Deal with pest problems that could damage plants
- Keep gardens and green spaces clear of debris and litter
- Driving company vehicles such as tractors and gators
- Providing an excellent level of customer service
- Operating hand-held equipment and machinery
- Reporting any damage or vandalism to the Supervisor.
- To ensure all necessary and appropriate standards have been implemented and are operating in accordance with the Company's Health & Safety Policy

SKILLS AND QUALIFICATIONS

- Punctual, hard-working and able to use own initiative
- A highly motivated individual with excellent general gardening skills
- Time management
- Excellent and clear communication skills
- Ability to work collaboratively within a team
- To work calmly and effectively in a high-pressure environment
- Knowledge of Health and Safety compliance
- Maintenance of records relating to tasks performed, timesheets, materials, vehicles and equipment.
- Ability to interact positively and professionally with the public, and colleagues

Preferred qualifications - NPTC 003920, NPTC 003921, NPTC 003922, NPTC 003923.

EXPERIENCE

- You should have experience of general gardening work however full training will be given
- You don't need any formal qualifications to become a gardener, however basic numeracy and literacy skills are important as is the ability to read and understand instructions.

WORKING HOURS:

- This is a 1 year position, full-time role, 5 days per week
- Normal hours will be Monday – Friday 7am – 4.30pm
- You will be expected to work at least one weekend day, public holidays and school holidays.
- Pay rate – to be discussed at interview and subject to successful completion of a three-month probation period.

UNIFORM:

Uniform will be provided. Uniform must be worn at all times with a name badge.

HOW TO APPLY

If you are interested in applying, please complete the [Colchester Zoo Employment application form](#). Please ensure all sections of the application form are completed, do not enter 'Refer to CV'.

Send you CV and completed Employment Application Form to gardeners@colchesterzoo.org specifying whether you would be interested in a full time or part time position.

Closing date is **21st June 2023**.

Please be aware that we will only process applications that include a completed application form and CV. We do have a lot of interest in our vacancies, if you have not heard from us after four weeks of submitting your application you should assume you have not been successful on the occasion.

**SECTION FOUR – Continuous Professional Development, other training, current study
(type in information)**

Qualification (Inc. grade)	School / University / Institution	Date Achieved

**SECTION FIVE – Membership of Professional Body, include any offices held
(type in information)**

Qualification (Inc. grade)	School / University / Institution	Date Achieved

SECTION SIX – CURRENT / MOST RECENT EMPLOYMENT (type in information)

Job Title:		Current Job:	
Employer:			
Start Date:		End Date:	
Salary:			
Main duties and responsibilities:			
Notice Period:			
Reason for leaving:			

SECTION SEVEN – PREVIOUS EMPLOYMENT: (type in information)			
Job Title:		Current Job:	
Employer:			
Start Date:		End Date:	
Salary:			
Main duties and responsibilities:			
Notice Period:			
Reason for leaving:			

PREVIOUS EMPLOYMENT CONTINUED... (type in information)			
Job Title:		Current Job:	
Employer:			
Start Date:		End Date:	
Salary:			
Main duties and responsibilities:			
Notice Period:			
Reason for leaving:			

PREVIOUS EMPLOYMENT CONTINUED... (type in information)				
Job Title	Employer	Start Date	Leave Date	Reason for leaving

GAPS IN EMPLOYMENT – please specify reasons and dates for any gaps in employment (type in information)

SUPPORTING INFORMATION - Please provide any information in support of your application. This should provide us with evidence of the skills, knowledge, personal attributes, competence and experience to carry out with the role for which you are applying (type in information)

REFERENCES – Please give the details of two referees, one should be your current or most recent employer (i.e. you line manager or Head of Department) References from family or friends are not accepted if you have an employment history (type in information)

Title:		First Name:	
Can the reference be contacted?		Surname:	
Job Title:			
Address:			
Email:		Telephone:	
Relationship:			

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Can the reference be contacted?		Surname:	
Job Title:			
Address:			
Email:		Telephone:	
Relationship:			

DISABILITY – Do you require any special arrangements to be made to participate in the selection process on account of a disability? If yes, please give brief details (type in information)

CONVICTIONS – Have you ever been convicted of a criminal offence i.e. cautions, reprimands or warnings? If yes, please give details of any unspent convictions.

DECLARATION: Please read carefully before signing this application

I confirm that the above information is complete and correct and that any untrue or misleading information will give my employer the right to terminate any employment contract offered. I agree that the organisation reserves the right to require me to undergo a medical examination. (Should we require further information and wish to contact your doctor with a view to obtaining a medical report, the law requires us to inform you of our intention and obtain your permission prior to contacting your doctor). I agree that this information will be retained in my personnel file during my employment and for up to six years thereafter and understand that information will be processed in accordance with the Data Protection Act. I agree that should I be successful with this application, I will, if required apply to the Criminal Records Bureau/Scottish Criminal Records Office for a basic disclosure. I understand that should I fail to do so, or should the disclosure not be to the satisfaction of the company, any offer of employment may be withdrawn or my employment terminated.

Signed:

Date: