

PERSON SPECIFICATION

POST: GARDENER

Please ensure that you show **how** you meet the following requirements when completing your application form.

	ESSENTIAL REQUIREMENTS	METHOD OF ASSESSMENT
	PERSONAL ATTRIBUTES	
1.	A caring and compassionate approach to providing help and support.	App form/Interview
2.	Commitment and willingness to learn and to seek guidance where needed.	App form/Interview
3.	Excellent time keeping, reliability and organisational skills	App form/Interview
	KNOWLEDGE AND UNDERSTANDING	
1.	A general awareness of the issues facing older people	App form/Interview
2.	An understanding of the importance of confidentiality in relation to the role	App form/Interview
	SKILLS AND EXPERIENCE	
1.	Skilled in the use of gardening equipment and competence to undertake general gardening tasks such as lawn mowing, weeding and hedge trimming.	App form/Interview
2.	Practical gardening experience.	App form/Interview
3.	Good organisation and time management skills, including the ability to work without close supervision.	App form/Interview
4.	Ability to produce accurate written information relating to service delivery.	App form/Interview
5.	Simple numeracy skills.	App form/Interview
6.	Ability to listen and to communicate effectively with people at all levels.	App form/Interview
7.	Ability to establish and maintain professional working relationships.	App form/Interview
8.	Ability to provide support in a way that promotes the	App form/Interview

	independence, dignity, choices and privacy of our clients.	App form/Interview
9.	Ability to work as part of team or using own initiative.	App form/Interview
10.	Ability to adhere to an organisation's policies, procedures and instructions.	App form/Interview
GENERAL REQUIREMENTS		
1.	Commitment to respecting and upholding the rights of our clients.	App form/Interview
2.	A commitment to anti-discriminatory practice and to upholding the values of equality and diversity.	App form/Interview
3.	Willingness to undertake training and to meet statutory training requirements.	App form/Interview
4.	Willingness to participate in supervision and team meetings.	App form/Interview
5.	Own transport essential.	App form/Interview
6.	Basic IT skills and access to a computer, laptop, or smartphone device.	App form/Interview
DESIRABLE CRITERIA		METHOD OF ASSESSMENT
1.	Diploma in Horticulture L2 or equivalent.	App form/Interview
2.	Working knowledge of health and safety in relation to the role	App form/Interview
3.	Working knowledge of safeguarding procedures.	App form/Interview
4.	The ability to work flexibly.	App form/Interview