



Job Description

Job Title: Green Team Gardener

Reports to: Project Manager

Based at: Yarn, Darlington

Date: Jan 2025

Job Purpose:

SJOG is a national charity where people support people. We support people with disabilities, people who have experienced homelessness, older people, and people who have been subject to modern day slavery and trafficking. People are at the very heart of SJOG.

SJOG's Green Team exists to enrich the lives of the people we support. We do this by caring for green spaces around our residential service properties to a high standard.

Key skills, knowledge and experience:

- We are looking for experienced gardeners, who have a passion for garden maintenance and development to join our team.
- The main tasks for this role include grass cutting, hedge cutting, strimming and general grounds maintenance; there is also an element of bulb and shrub planting. The role will also involve basic machinery, tool and equipment maintenance and related housekeeping. Training will be provided on an on-going basis.
- You will work as part of a small team with tasks being set for you; with and without on-site supervision; usually with colleagues, but occasionally alone. You are expected to be flexible and adaptable.
- Green Team Workers are expected to take a highly proactive approach to Health and Safety, closely following relevant policies, procedures and safe ways of working.
- Work will be undertaken throughout the year and in most weathers, with tasks being selected as the conditions allow, PPE and uniform are provided.
- There is a regular requirement to travel across SJOG services around the North East, North and West Yorkshire. A valid driver's license is required, the travel will be during work hours, in an SJOG company vehicle.

Objectives	Typical Tasks
Work as part of a team to provide high quality, comprehensive gardening services	<ul style="list-style-type: none"> - Mowing, Hedge Cutting, Strimming and General Grounds Maintenance. - Pruning, Deadheading, Weeding, Edging - Occasional soft and hard landscaping tasks such as Turfing, Planting, Paving, and Fencing.

Be familiar and adhere to internal and external policies and standards	<ul style="list-style-type: none"> - Behave in a professional manner at all times - Maintain good working knowledge of relevant policies and procedures, with a particular focus on health and safety
Continuous self-development to ensure knowledge and skills are relevant to the service	<ul style="list-style-type: none"> - Keep up to date with skills and knowledge - Attend other training and development activity where appropriate - Read and seek to understand all relevant communications e.g. policies and procedures, and other written communication - Attendance at staff briefings as required - Ability to handle confidential information with discretion
Actively support the vision, philosophies and values of the Charity	<ul style="list-style-type: none"> - Promote the core values of the Charity – Hospitality, Compassion and Respect - Act in a non-discriminatory manner - Interact positively with the people SJOG supports, including people with, physical and/or learning disabilities and/or spectrum conditions such as Autism. - Maintain confidentiality at all times - Undertake any other duties that are in keeping with the values of the Charity that you have the skills or ability to carry out

Dimensions:

The role requires a DBS at Enhanced level, which we will pay for.

Person Specification	
Essential	Desirable
<ul style="list-style-type: none"> • Previous Horticultural and / or grounds maintenance experience • Competently use Horticultural tools and Horticultural machinery (2 and 4 stroke) • Ability to maintain high standards of work without supervision • Ability to work effectively and efficiently within a diverse team and on own • Interact positively with colleagues and the people SJOG support, including people with, physical and/or learning disabilities and/or spectrum conditions such as Autism • Good level of physical fitness • Understanding of Health and Safety • Understanding of Manual Handling • Willingness to work outside in all weather conditions 	<ul style="list-style-type: none"> • Recognized qualification in Horticulture, Grounds Maintenance or related field • Recognized qualification in Use and Maintenance of Horticultural Machinery. • Experience of machinery maintenance • Experience of driving a company van • Ability to work with clients present • Experience of using tools and machinery • Other practical experience • First Aid qualification

- Good written and verbal communication skills
- Basic IT skills including email use and undertaking online training
- Ability to follow instructions and ask questions as needed
- Adaptable and flexible to the needs of the role
- Hold a valid UK Driving License with a category B entitlement. Your license must be for manual not automatic vehicles

Benefits & Rewards

- Annual leave entitlement of 33 days (pro-rata) including bank and public holidays
- Uniform and PPE provided
- Employee Assistance Programme
- Health Benefits Package
- Savings and Loans Scheme
- Cycle to Work Schemes