Job Advert: Aftercare Gardener

Location	**Site-based**
Reporting to	**Aftercare Manager**
Company	**Landscape Associates**
Salary	**£30,000 – £35,000 per annum**
Employment Type	**PAYE, Full-time**

Skilled Hands. Healthy Gardens. Share in Our Success.

At Landscape Associates, we create award-winning gardens, built, developed and cared for with a commitment to craftsmanship, horticultural expertise and enduring quality.

As an employee-owned business, every member of our team plays a direct role in our success. When the company performs well, we all benefit, including through a profit-share scheme, rewarding long-term commitment and contribution.

If you're a **skilled gardener** who takes pride in **plant knowledge and garden presentation**, works well in a team, and wants to be part of a business built on craftsmanship and collaboration, we'd love to hear from you.

We believe gardening is a skilled, essential trade that deserves to be paid like one. That's why our aftercare gardeners earn **well above the national average**, **plus a share in the business through our profit share scheme** - because we want skilled people to build a career here, not leave the industry for something that pays better.

The Role

As an **Aftercare Gardener**, you will play a key role in **keeping the gardens we've built healthy, well-presented and thriving long after the build is finished**.

You will **carry out hands-on horticultural maintenance, from planting and pruning to seasonal care, across our aftercare gardens**, helping ensure our work continues to reflect the high standards and reputation of Landscape Associates.

This role is **site-based** and suited to someone who brings **strong plant knowledge, a keen eye for detail and genuine pride in a job well done**.

What You'll Be Doing

- Carry out horticultural and grounds maintenance tasks in line with agreed aftercare schedules

- Undertake planting, pruning, training, soil cultivation, mulching, lawn care and seasonal maintenance
- Maintain high standards of workmanship, garden presentation and site safety at all times
- Monitor plant health and report any signs of pests, disease or decline
- Use company tools, machinery and equipment safely, carrying out routine checks
- Carry out development tasks such as new planting and soft landscaping where scheduled, supporting flexible working across aftercare and development projects as required
- Represent Landscape Associates professionally on every client visit
- Work collaboratively as part of the aftercare team, following direction from the Aftercare Manager

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What We're Looking For

Essential

- Minimum one year's experience in horticulture or a closely related field
- Full and clean UK driving licence
- Strong plant knowledge and understanding of plant care and maintenance principles
- Ability to carry out horticultural tasks to a high standard with excellent attention to detail
- Reliable, punctual and able to manage your own time effectively

Desirable

- Relevant horticultural qualification (e.g. NVQ or RHS Level 2)
- Experience working within a professional grounds maintenance or landscaping team
- Experience using digital job reporting systems (e.g. FieldMotion)

Why Join Landscape Associates?

Employee Ownership & Profit Share

We recently became employee-owned, meaning:

- You are part of a business where your contribution directly matters
- Our profit share scheme rewards commitment and leadership, with distributions weighted by both tenure and level of responsibility
- Long-term commitment is recognised and rewarded
- Success is shared across the team

This is not just a job; it's an opportunity to help shape and benefit from the future of the business.

About Us

Our work is guided by five core values:

1. **People** - We put our teams, clients and collaborators first.
2. **Craft** - Skill, care and attention to detail define our work.
3. **Knowledge** - Strong horticultural and technical expertise underpin everything we do.
4. **Collaboration** - We work closely with designers and clients to deliver cohesive, considered gardens.
5. **Continuity** - We stay involved beyond completion, taking long-term responsibility for our projects.

We are growing, delivering larger, more complex projects and strengthening our aftercare and horticultural consultancy services. As part of our next chapter, we are building a team that shares our ambition and pride in high-quality landscapes.

Incentivised Training & Development

We believe expertise grows through investment in people.

Our training pathway includes:

- Funded industry qualifications
- Structured progression routes
- CPD opportunities relevant to the role
- Support toward supervisory and management development
- Skills-based pay progression
- Recognition for gaining new certifications or qualifications

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Additional Benefits

- Company pension
- High-quality PPE, equipment and uniform
- Strong team culture
- Opportunity to work on high-profile, design-led projects
- Stable, growing business with long-term vision

Who You Are

You are:

- Solution focused
- Detail-oriented

- A strong team player
- Passionate about high-quality landscapes
- Proud of your workmanship

You care about **doing the job properly, not just quickly.**

How to Apply

If you want to be part of a business built on craft, collaboration and shared success, we'd love to hear from you.

Please send your **CV outlining your experience.**