LANDSCAPE ASSOCIATES

Job Advert: Aftercare Team Leader

Location	**Site-based**
Reporting to	**Aftercare Manager**
Company	**Landscape Associates**
Salary	**£35,000 – £40,000 per annum**
Employment Type	**PAYE, Full-time**

Lead the Team. Set the Standard. 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 an **experienced gardener** who takes pride in **plant knowledge and garden presentation**, knows how to **lead a small team on site**, 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 team leaders 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 Team Leader, you will lead a small team of 2-3 Aftercare Gardeners, keeping the gardens we've built healthy, well-presented and thriving long after the build is finished.

You will work alongside your team day-to-day, planning and briefing each day's work, setting the standard on site and taking responsibility for the quality of what the team delivers, 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, confidence in leading others and genuine pride in a job well done.

What You'll Be Doing

- Lead a team of 2-3 Aftercare Gardeners on site, taking responsibility for their day-to-day performance, conduct and wellbeing
- Plan and organise daily site activities, briefing the team at the start of each shift on what is being done, in what order and to what standard
- Work alongside your team, carrying out horticultural and grounds maintenance tasks in line with agreed aftercare schedules
- Monitor progress through the day, addressing issues early and escalating to the Aftercare Manager where needed
- 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
- Coordinate development tasks such as new planting and soft landscaping where scheduled, supporting flexible working across aftercare and development projects as required
- Provide on-the-job guidance and mentoring, helping your team develop their skills
- Represent Landscape Associates professionally on every client visit, and make sure your team does the same
- Record site works, timesheets and job sheets accurately using FieldMotion
- Oversee pre-use checks on tools and equipment, and ensure PPE, risk assessments and method statements are followed

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What We're Looking For

Essential

- Minimum five years' experience in horticulture or a closely related field
- Proven experience supervising or leading a team on site
- 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
- Confident communicator, able to brief, direct and support a small team
- Able to make decisions on site and address issues without waiting to be directed
- Knowledge of workplace health and safety requirements

Desirable

- Relevant horticultural qualification (e.g. NVQ or RHS)
- Experience using digital job reporting systems (e.g. FieldMotion)
- Experience mentoring or training less experienced team members

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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 further 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:

- A natural leader who sets the standard on site
- Solution focused
- Detail-oriented
- A clear, direct communicator
- Passionate about high-quality landscapes
- Proud of your workmanship, and your team's

You care about **doing the job properly, not just quickly, and you expect the same of your team.**

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, including any team leadership experience.**