

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 don't just build gardens, we create enduring landscapes defined by precision, horticultural knowledge, and pride in workmanship.

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
 - Work flexibly across aftercare and development projects, including new planting, as scheduled
 - 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)
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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 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
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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.**