

JOB DESCRIPTION

Job Title	Aftercare Gardener
Department	Garden Aftercare & Development
Location	Site-based
Reporting to	Aftercare Manager
Direct Reports	None
Salary Band	£30 – £35k per annum

Role Overview

The Aftercare Gardener is responsible for delivering high-quality horticultural aftercare and garden maintenance across completed landscape projects. Working as part of the operational team, the role ensures gardens are maintained, developed, and presented to exceptional standards in line with agreed aftercare plans and company expectations.

Through skilled horticultural practice, attention to detail, and strong teamwork on site, the Aftercare Gardener supports the ongoing health, establishment, and long-term success of planting schemes while upholding the company's reputation for quality and professionalism.

This is a fully operational, hands-on role and does not include management or supervisory responsibilities.

Key Responsibilities

Operational

- Carry out horticultural and grounds maintenance tasks in line with aftercare schedules and instructions set by the Aftercare Manager.
- Undertake horticultural tasks including, but not limited to, planting, pruning, training, soil cultivation, mulching, lawn care, and seasonal maintenance works.
- Maintain high standards of workmanship, garden presentation, and site safety at all times.
- Take responsibility for the quality, accuracy, and thoroughness of individual tasks undertaken.
- Monitor plant health and report any signs of pests, disease, or decline to the Team Leader and Aftercare Manager.

- Ensure all works are carried out in accordance with agreed specifications and best horticultural practice.
- Undertake development tasks such as new planting and soft landscaping where scheduled, working flexibly across aftercare and development projects as required.
- Carry out reasonable duties consistent with the nature and level of the role.

Health, Safety & Equipment

- Use company tools, machinery, and equipment safely and in accordance with training and company procedures.
- Carry out routine pre-use checks on tools and equipment and ensure they are maintained in good condition.
- Work in accordance with relevant health and safety legislation and company policies, wearing appropriate PPE at all times.
- Promptly report accidents, incidents, hazards, defects, or safety concerns to the Aftercare Manager.
- Maintain a clean, safe, and organised working environment.

Team & Conduct

- Maintain a clean, presentable appearance at all times on site, in line with company uniform and presentation standards.
- Conduct yourself professionally in all interactions with clients and site representatives including manner, language, and behaviour.
- Recognise that aftercare visits are often regular and relationship-based; the impression made on each visit directly shapes the client's experience of Landscape Associates.
- Treat client properties with the utmost respect including boundaries, planting, personal belongings, and any areas not directly related to the works.
- Work collaboratively as part of the aftercare team, maintaining cooperative and professional working practices.
- Follow direction from the Aftercare Manager and any appointed Team Leader.
- Demonstrate professionalism in attendance, conduct, productivity, and compliance with company policies.

Skills & Experience

- Minimum one year's experience in horticulture or a closely related field.
- Strong plant knowledge and understanding of plant care and maintenance principles.

- Ability to carry out horticultural tasks to a high standard with attention to detail.
- Understanding of workplace health and safety requirements.
- Reliable, punctual, and able to manage time effectively.
- Full and clean UK driving licence (essential).

Ways of Working

The following describes what is expected of everyone at Landscape Associates at this level, and forms part of how performance in this role is understood.

- Takes ownership of work and sees tasks through to completion.
- Proactive in identifying and resolving problems, with a solution-focused approach.
- Consistent in quality, reliability, and attention to detail - takes pride in workmanship.
- Communicates clearly and promptly with the wider team, the Aftercare Manager, and where relevant, clients and site representatives.
- Actively contributes to a collaborative team environment, supporting colleagues and sharing knowledge.
- Works with others in a way that keeps projects moving - adaptable, constructive, and focused on collective outcomes.
- Demonstrates a positive attitude and genuine passion for high-quality gardens and long-term landscape success.

Working Conditions

This is a site-based, physically active role working outdoors year-round, requiring the ability to perform manual labour and handle heavy materials.