

APEX HOUSING ASSOCIATION

EMPLOYEE SPECIFICATION

POSITION: Gardener

DATE COMPLETED: June 2025

CRITERIA	ESSENTIAL	DESIRABLE
EDUCATION/ QUALIFICATIONS/ ATTAINMENTS	BTEC / NVQ level 2 in Horticulture/Grounds Maintenance	
RELEVANT EXPERIENCE	AND 2 years' experience post qualification in a Gardening/Grounds Maintenance role OR 5 years' experience in a Gardening/Grounds Maintenance role	
SPECIALIST KNOWLEDGE/ TRAINING	Ability to demonstrate knowledge of health and safety in relation to the role and the environment	PA1/PA6 pesticide certificates C1E On Driving Licence
PERSONAL SKILLS	To be able to adapt to change Work to high standards Ability to work unsupervised and as part of a team Communicate effectively with tenants, residents and the public Self-motivated	
DISPOSITION	Friendly and caring approach Enthusiastic and positive Self-motivated and ability to work independently.	
CIRCUMSTANCES	Ability to carry out the physical requirements of the job. Current full driving licence	Flexible with regard to hours – ability to work unsocial hours and weekends if required