

Job Application Pack

Job Title: Gardening Team Supervisor (Temporary)

Closing Date: 17th April 2017

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Harington Scheme

Job Description.

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| Job Title: | Horticultural Supervisor (Temporary) |
| Reporting To: | Harington Gardeners Manager |
| Responsible for: | Assistant Gardeners and work experience trainees |
| Temporary contract: | May 2017 – October 2017 (potential to extend dependant on funding and performance) |

Main Functions:

Contribute to the efficient operation of Harington Gardeners' that provides garden maintenance and landscaping services on commercial lines and employs young people with learning difficulties/disabilities, helping to prepare them for open employment, further education or independent living. Supervise gardening teams on site, drive company vehicles and ensure that health, safety and welfare of trainees and assistant gardeners is maintained.

Main Duties and Responsibilities:

1. Supervise and carrying out garden maintenance to a good standard at customer's premises with a team of assistant gardeners and work experience trainees.
2. To deliver on-the-job coaching for assistant gardeners and work experience trainees.
3. Review and provide feedback on the performance of work experience trainees.
4. Attend regular team and supervision meetings as requested.
5. Assist in dealing with enquiries from customers, preparing estimates and the marketing of the gardening services.
6. Assist with regular reviews and maintenance of tools, machinery and the site.
7. Maintain accurate records.
8. Assist with preparing and implementing annual, weekly and daily working and training schedules.
9. Ensure the implementation of all equality and diversity policies and practices.
10. Be responsible for the maintenance of personal health and safety and development of best practice, as well as that of our clients and fellow staff, as required by law, the Health and Safety Executive and any other monitoring or contracting body.
11. Work as a member of the Harington team and carry out cover for other staff as and when required.
12. Carry out other duties as specified by a senior member of staff as commensurate with the grade.

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| Salary: | £22,776 – £24,996 (pro-rata @ 0.6) per annum |
| Basis: | 3 days per week, 8.00am to 4.30 pm (22.5 hours) |
| Annual Leave: | 15 days (25 days pro-rata) |

Produced March 2017

This job description will be reviewed annually

As this post involves working with Children, young people and vulnerable adults appointment will be subject to an Enhanced Disclosures and Barring Service check.

Harington Scheme.

Person Specification

Post: Horticultural Supervisor (Temporary)

Essential criteria

Relevant vocational qualifications and/or proven experience of horticultural work.

Sound plant knowledge and knowledge of horticultural procedures and processes.

Demonstrable knowledge and understanding of Health and Safety requirements.

Full clean drivers licence and experience of driving vans/work vehicles.

The ability to work as an effective member of a team.

Good customer service skills

Ability to supervise and coach inexperienced team members or a commitment to developing supervisory skills

Knowledge of/commitment to Equal Opportunities.

Good standard of written and verbal communication and administrative skills.

Commitment to ensuring the safeguarding and well-being of children and vulnerable adults and ability to follow safeguarding procedures.

Desirable criteria

Experience of working with the client group

Experience of providing estimates for horticultural work

Hard landscaping and conservation experience and/or qualifications



GUIDANCE NOTES FOR APPLICANTS

We ONLY accept applications made on our standard application form.

Introduction

Staff selection at Harington is achieved by following a set of policies and written procedures that ensure consistency and fairness in recruiting the right person for each job. The selection panel shortlists all candidates for interview by producing a person specification for each job that contains the essential requirements for the post, and also the desirable qualities. Only applicants who can demonstrate that they have the essential requirements for the post will be called for interview. Desirable qualities may be used for making a decision, or for arranging training for the successful applicant on entry.

The application form is designed so that the information for short-listing i.e. sections 7 to 10 can be detached and copied to the panel. Your completed application form is the only basis for considering your initial suitability for the post. No assumptions will be made about your experience or skills. This advice note is to help you to complete the application form effectively.

Please make sure that all sections of the application form are completed. Any applications received that are incomplete may not be accepted. Additional sheets of A4 paper may be used if there is insufficient space.

Read through each section of the application form carefully. You may find it helpful to photocopy the form and do a rough draft first.

No applicants will be considered after 3pm on the day shown as the closing date for applications.

1. Personal Details

Make sure that your name, address and telephone numbers and email are legible.

2. References

You must give your present or most recent employer as one of your referees. Internal candidates should give the name of their line manager. If you are studying, please give your tutor as a referee. If you have not been employed, you may wish to give the name of someone who can comment on your ability to do the job. You should not give the name of a relative as a referee.

3. Disclosure of Criminal Record

As part of Harington's safer recruitment process Harington operates a strict pre-employment vetting process, which includes a Disclosures and Barring Service (DBS) check.

Successful applicants seeking to work with children and/or young people will be required to undergo an Enhanced DBS (Children and Adults) this will include a check against the barred list.

It is essential that you complete this section accurately as failure to declare previous convictions may prevent your employment if it subsequently becomes apparent that you do, in fact, have a criminal record. Any employment offered will be subject to completion of a Criminal Records Bureau check and receipt of a satisfactory Disclosure certificate.

4. Other information

The drivers licence question need only be answered if it is mentioned on the essential or desirable criteria for the job.

5 Declaration

Please read the declaration and data protection statement before signing. Owing to Data Protection regulations all applications must be signed and dated by the applicant. Electronic signatures will be accepted.

6. and 7. Present and Past Employment

Starting with the most recent, list all the employers you have worked for and provide details of the job title and the period you worked for them. This information may be used to assess whether you meet the experience requirements for the post. Please list any break in employment, giving reasons.

8. Education, Qualifications and Training

Starting with the most recent, in each section please list qualifications and training. You may continue on a separate sheet if necessary. This information may help assess whether you have a relevant qualification or meet some other requirement.

9. Supporting Statement

This is the most important part of your application, as it is here that you have to make a case for your selection. Use the space to tell us how your experience, skills and training enable you to meet each of the essential selection criteria. Make sure your statement is positive and clearly set out. You may wish to use headings to divide the statements you make. Continue on a second sheet if necessary and **remember**, if you do not address each of the essential criteria specifically, you may not be short-listed for an interview. Look at the person specification again and satisfy yourself that you have fully covered all the requirements listed.

Do not repeat your career history, use only the relevant parts. In considering your experience remember all previous work, consider other relevant experience outside work such as community/voluntary/ leisure and other interests. In representing your skills and abilities, specify your own responsibilities not those of the workplace and give examples of achievements.

10. Equal Opportunities Monitoring Form

Please help us to monitor the effectiveness of our Equal Opportunities Policy by completing this form, which will be treated as confidential and will not form any part of the recruitment process.

Interview

Candidates should make every effort to be available for the time of the interview as it may not always be possible to reschedule the time. Candidates should prepare for interview by thinking about how their experience, skills and accomplishments are relevant to the post and think of any questions they may wish to ask. It may also be helpful to have a look at our website www.harington.org.uk or read our most recent inspection report available on the OfSTED website.

Depending on the seniority of the post, candidates may be asked to prepare a presentation and/or a task as part of the interview process. If this is the case you will be notified in advance when you are informed of the interview date and time.

Candidates will be interviewed by a panel of two to five people. Interviews last from 20 minutes to one hour, depending on the seniority of the post. All candidates are asked the same core questions (relevant to the post applied for), with supplementary questions asked by panel members as appropriate. There will also be an opportunity for the candidate to ask questions.

When answering questions, you should give the interview panel a full picture of how your experience and skills fit the post. If you cannot answer a question, please do not be nervous about saying that you do not know or need further explanation. Members of the panel will take notes during the interview.

Please email your completed application to: info@harington.org.uk



Frequently Asked Questions

1. What is the Harington Scheme?

The Harington Scheme is charity that offers a unique learning programme for people, mainly young, with learning disabilities and/or difficulties to help them into employment, further education or a more rewarding life through appropriate learning opportunities. There is a focus on employability and most learning programmes aim to help learners to develop skills to take the next step toward employment or more independent living. Set up as a charity by the local community in 1980, the Scheme is situated in North London and attracts learners from all over the capital.

There are four strands to the training:

the Horticultural Training Scheme prepares people with learning difficulties/ disabilities for work, finds them employment and supports them in their new jobs;

Harington Gardeners is a supported employment initiative offering a stepping-stone for those who cannot go straight into work;

the Day Service provision offers horticulture of a therapeutic nature to adults with a learning disability or mental health support needs;

the Foundation Skills provision equips young people with the basic skills needed for employment, self-direction and personal development.

Every learner has an individual programme of activities to support their personal development and skill needs. The majority of learners are found a job or further training when they leave and the Scheme supports them and liaises with employers for as long as is needed.

2. What range of learning difficulties/disabilities do you cater for?

Our learners are mainly young people aged 16-24 (85%) with a wide range of learning difficulties and disabilities. These can be broken down as follows:

36% have moderate learning difficulties

19% have autistic spectrum disorders

10% Emotional / behavioural or mental health difficulty

19% have other specific disabilities e.g. epilepsy, visual/hearing impairment, and physical disabilities.

3% have dyslexia or dyspraxia

8% severe learning disabilities

5% no disability

Our training benefits approx. 70 learners per year with 40-45 learners on programme at any given time. Many learners attended special schools or were statemented at school and most do not have GCSE's.

3. What is the aim of the Harington Gardeners and how does it operate?

The Harington Gardeners is part of the charity and it offers employment, training and work experience to young people with learning difficulties aiming to increase their gardening skills and employability and ultimately to move them into permanent employment elsewhere. Harington Gardeners also offers work experience to learners on Harington's main training programme.

It employs 6-10 Assistant Gardeners who are young people aged 16+ with a wide range of learning difficulties, 2 Supervisors and 1 Manager. The Assistant Gardeners are generally recruited from Harington's learning programmes and have all undertaken some horticultural training, usually at or below Level 1.

We are recruiting a part-time supervisor this year as need extra help to cover our busy period between May and October as the business is growing.

The Harington Gardeners operates as a garden maintenance company. It currently has 55 annual maintenance contracts with a customers ranging from schools, churches and businesses to private households and estates. In addition to this it

carries out clearance and small landscaping jobs. The sales income is approximately £120,000-£140,000 per annum. Grants and donations are used to supplement the sales income.

The Harington Gardeners is currently piloting a new training initiative that gives each assistant gardener a structured training plan including qualification where appropriate. This is being supported by teaching and support staff from the training centre.

4. What is Safeguarding?

Safeguarding is a term used to denote the duties and responsibilities that those providing a health, social or education service have to carry out/perform to protect individuals from harm. It applies to children (age 0-18 years) and adults. A more specific definition of safeguarding children is as follows: The process of protecting children from abuse or neglect, preventing impairment of their health and development, and ensuring they are growing up in circumstances consistent with the provision of safe and effective care that enables children to have optimum life chances and enter adulthood successfully.

5. Working at Harington

We are a small, well established charity with a beautiful site in Highgate Village, North London. Over the years we have set ourselves high standards and expectations in delivering outcomes for our learners and this has led to the achievement of consistently good grades on inspection. The success of the Scheme is dependent upon staff working closely and flexibly, communicating well and supporting each other. We have a staff team of 39. There are 4 team leaders who manage the provision as well as undertaking some delivery and 32 frontline delivery staff (trainers and support staff). The work is very rewarding but also quite demanding as many learners require a lot of support not only with their learning but with daily routines, social contact, safety and dealing with personal problems. We have found that personal qualities such as patience, understanding, empathy, a sense of humour and a caring nature are essential in working with learners with learning difficulties as well as a supportive team approach.

If you have any other questions about the job please contact us on 0203 457 7997.