



Recruitment Pack Community Gardener

Do you believe that gardening can build confidence, create connection, improve wellbeing and help people care more deeply about the natural world? Are you an experienced Gardener who also loves working with people, and has a background in community practice? If so, we would love to hear from you.

Salary	£12,771 per annum (£27,937 FTE 35 hours)
Contract	3 years fixed term
Hours	Part-time 16 hours per week (Wed-Sat)
Location	The Hidden Gardens, Glasgow
Reports to	Head Gardener
Works closely with	Community Programme Manager

About The Hidden Gardens

The Hidden Gardens is Scotland's only sanctuary garden dedicated to peace, located in the heart of Glasgow's Southside. Established in 2003, The Hidden Gardens is a designed garden on the site of the old Tramworks; a carefully managed biodiverse site, cultural venue and community space, welcoming people locally, nationally, and internationally. The Gardens provide a safe, accessible and inclusive environment where people can connect with nature, creativity, culture and one another. Our vision is for a society where people live, learn, participate and celebrate together in peace.

Our work is rooted in three interconnected pillars: Nature, Arts and Wellbeing. Together, these shape our programmes, partnerships and the way we care for and develop The Gardens as a place where people and nature can thrive. Throughout the year, The Hidden Gardens hosts a diverse programme of festivals, cultural events, performances, workshops and gatherings, creating opportunities for people to experience and celebrate different cultures, ideas and creative practices. Alongside this public programme, we deliver our own participatory, learning and volunteering programmes, supporting people of all ages and backgrounds to get involved, develop skills, share knowledge and contribute to the life of The Gardens.

Our work spans horticulture, arts and culture, wellbeing, environmental learning and community participation. We work with schools, universities, community groups, charities and other organisations who share our values. The Gardens are also a welcoming venue for weddings, birthdays and other life events, providing a unique setting for people to come together and mark important moments within a peaceful garden environment. Alongside the Gardens themselves, we have two small indoor spaces, The Boilerhouse and The Bothy, which provide flexible spaces for community, cultural, creative and wellbeing activities. They are used throughout the year by community and charitable organisations, arts and education

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establishments, independent artists, facilitators, horticulture specialists and other such thematic or interest groups.

We are delighted to have been awarded funding for our new programme The Growing Place, along with an associated Community Gardener post.

About the Role

The Hidden Gardens is seeking a Community Gardener to lead the practical gardening and outdoor learning activity within The Growing Place, a new three-year participatory programme bringing people together through gardening, nature and outdoor learning.

Funded by The National Lottery Community Action Fund, the programme aims to improve access to nature and green space, strengthen community wellbeing, build confidence and skills, and support local action on climate change and biodiversity. The programme will work with young adults aged 18+, older adults aged 55+, and families. All sessions will be free to attend and delivered throughout the year in seasonal blocks, enabling participants to build relationships with The Gardens and with one another over time.

This is a hands-on, physical role; you will facilitate participants to grow plants, create habitats, care for the site, explore biodiversity and learn about the natural world. You will bring strong horticultural knowledge and, importantly, the ability to share that knowledge in a practical, welcoming and engaging way.

You will work closely with the Head Gardener, contributing to the ongoing care and ecological development of The Hidden Gardens, and with the Community Programme Manager, who will support programme planning, coordination, monitoring and evaluation.

Key Responsibilities

You will co-design and deliver weekly practical gardening and outdoor learning sessions, developing seasonal blocks throughout the year. You will create inclusive, hands-on activities that encourage curiosity, learning and participation, adapting them for different ages, abilities and confidence levels. You will support people to access nature and green space, helping participants build practical skills, confidence and connections while taking an active role in caring for the Gardens. You will also gather feedback, contribute to evaluation and celebrate participants' achievements.

Working with the Head Gardener, you will contribute to the horticultural care and development of The Hidden Gardens through planting, propagation, pruning, weeding and composting. You will care for the wider garden, including trees, borders, lawns, glasshouses and nursery areas, while creating wildlife habitats and supporting biodiversity monitoring. You will use sustainable, climate-responsive approaches to gardening and help participants understand how their practical activities can support biodiversity, environmental resilience and a changing climate.

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You will help people develop a meaningful relationship with the natural world through practical, everyday experiences. From growing plants and creating habitats to observing wildlife, making compost and noticing seasonal change, you will encourage curiosity and a sense of connection

Person Specification

Essential Experience & Skills

- A relevant horticultural qualification, such as HND Horticulture, RHS Level 2, or equivalent.
- Practical experience in horticulture working in a managed, community, public or similar garden.
- A strong commitment to sustainable and environmentally responsible horticultural practices, with knowledge of climate-responsive gardening and approaches.
- Experience facilitating and delivering practical activities with groups or participants.
- Experience working with people of different ages, abilities, backgrounds and confidence levels.
- Strong interpersonal and communication skills with the ability to communicate horticultural knowledge clearly and enthusiastically.
- The ability to plan and deliver practical activities in line with the aims of the project outcomes.
- The ability to work independently and collaboratively as part of a small team.
- A commitment to inclusion, equality and community wellbeing.

Desirable

- Experience of community learning or volunteer engagement.
- Experience of environmental monitoring or citizen science.
- Experience of project outcome monitoring and evaluation.
- First Aid and/or Safeguarding training.
- An understanding of the relationship between nature, wellbeing and community.

How to Apply

We are interested to hear from people who are genuinely excited by this opportunity and who can see themselves contributing to The Growing Place, and to The Hidden Gardens.

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We value a range of experiences, skills and perspectives and welcome applications from people of all backgrounds. We particularly encourage applications from people who are underrepresented in horticulture, environmental and cultural sectors, including LGBTQI+ people, disabled people, people from all ethnic and cultural backgrounds, people from lower-income backgrounds, and people who have experienced barriers to accessing employment and green space.

Please Send Us

- Your CV (in PDF no longer than 2 A4 pages)
- Your Cover Letter (in PDF no longer than 2 A4 pages) sharing how you meet the essential person specification as set out in this recruitment pack, and including the following:
 - Why you are interested in the role of Community Gardener and in working with The Hidden Gardens.
 - About your horticultural experience and the practical skills, you would bring.
 - What makes you passionate about working with people, particularly in practical outdoor activities.

All applications should be sent by email and marked **Community Gardener Application**.

Please ensure to include your PDF documents as attachments and email to:

mahri@thehiddengardens.org.uk (Mahri Reilly, Chief Executive)

Before the closing date of Thursday 29th October 2026 at 5pm.

Key Dates

- Closing date and time: Thursday 29th October 2026 5pm
- Interview dates: Week of 2nd November exact dates tbc
- Proposed start date: January 2027

We look forward to hearing from you.

