



# GOODWOOD

## The Role

The Head Gardener will lead a team of six gardeners and will report to the Estate Managing Director, under the oversight of The Duchess of Richmond.

## About us

Goodwood is a quintessentially English estate, set in 12,000 acres of rolling West Sussex countryside. Rooted in our heritage, we deliver extraordinary and engaging experiences in modern and authentic ways. But what really sets us apart is our people. It is their passion, enthusiasm and belief in the many things we do that makes Goodwood the unique place it is.

## Passionate People

It takes a certain sort of person to flourish in such a fast-paced, multi-dimensional environment like Goodwood. We look for talented, self-motivated and enthusiastic individuals who will be able to share our passion for Goodwood to be 'the home of exceptional experiences'.

## Our Values

### The Real Thing

Always inspired by Goodwood's heritage

### Daring Do

Daring to surprise and delight

### Obsession for Perfection

Striving to do things *even* better

### Sheer Love of Life

Sharing out infectious enthusiasm

## Gardens Vision

'To create a beautiful garden that builds on our heritage and gives visitors an exceptional experience'.

The Duke and Duchess of Richmond have a deep-seated desire to move the garden forward in ways that respect and understand its past, whilst at the same time establishing a new and ambitious standard of horticultural excellence.

## Overview of the Garden at Goodwood

The general layout of the garden at Goodwood dates back to the 1720s when it was created by the 2<sup>nd</sup> Duke of Richmond, a foremost horticulturalist of his day. It is predominantly a wooded landscape garden with some significant garden buildings. There are formal areas in front of the Orangery, ornamental Dairy and family kitchen. Herbaceous borders flank the Library Lawns and Pond Walk. The garden is not open to the public but parts are used for the annual Festival of Speed. The south and east fronts of Goodwood House look over extensive areas of lawn.

## Purpose of the role

We are looking for a talented Head Gardener to lead, inspire and energise the existing team of gardeners and work alongside other Heads of Department on the estate, in particular the Head of Forestry and the Farm Manager. The person will play an important role in the new Estate Stewardship Team, helping to implement a Sustainability Programme and Conservation Management Plan for the wider Goodwood estate.

### Key responsibilities

- Fully understand and interpret The Duke and Duchess of Richmond's vision for the gardens.
- Turn that vision into reality by creating a timetabled strategy and plan, taking ownership of it and executing it.
- Maintenance of the private gardens at Goodwood House which include High Wood, Library Lawn, The Pheasantry and Carné's Seat (the extensive areas of lawn to the south and east of Goodwood House are currently maintained by the motor circuit groundsmen and any tree work by the Forestry team).
- Maintenance of the public-facing gardens at Hound Lodge, The Kennels, some areas of the Goodwood Hotel, Park Lodge and the Richmond family burial garden at Boxgrove Priory.
- Prepare the gardens for our flagship events.
- Work with external landscape architects / designers on projects.
- Manage construction/renovation projects related to the gardens and estimate resources required for any such projects.
- Create a cutting garden that supplies flowers for Goodwood House throughout the year, liaising with the house florist and The Duchess of Richmond.
- Grow pot plants for the house, in particular those that mark the seasons (e.g. Jasmine).
- Increase the fruit and vegetable production for the private kitchen, liaising with The Duke and Duchess of Richmond's chef.
- Focus on the sustainability and the overall productivity of the gardens.
- Plan and manage the control of weeds, pests and diseases as organically as possible.
- Create and sustain a work environment that fosters trust and collaborative partnerships.
- Hold inspiring team meetings and regular 1:1s with your direct reports.
- Allocate and supervise work tasks effectively with the best use of time.
- Continually nurture and develop the team and create future strategy.
- Identify individual talents and actively promote continuous learning for self and the team to maximise potential.
- Promote and monitor the health, safety and security of self, team, others and working areas.
- Carry out Risk Assessments and liaise with the Health and Safety team when necessary.
- Actively build strong working relationships with key stakeholders across the estate, particularly Forestry, the Home Farm, Repairs & Maintenance and the Groundsmen.
- Report regularly on the condition of the garden's environment.
- Promote excellent environmental practices.
- Provide clear direction and allocate resources to respond effectively to changing needs.
- Create and sustain an environment that rewards new ideas and challenges the norm.
- Be fully competent in the use of IT to fulfil your role.

### Qualities you will possess

- Good communicator
- Excellent horticultural and plant husbandry skills – a good 'plantsman'
- Good leadership and people skills
- Positive and friendly with a 'can do' attitude
- A natural motivator and encourager
- Ability to prioritise and organise
- Proactive
- Confident to make decisions and to stand by them
- Good negotiation and influencing skills
- Excellent communicator
- A sense of fun!

### What do you need to be successful?

- Possess a relevant qualification or demonstrate a history of working to a high standard of excellence
- Experience of managing a team in a similar role
- Demonstrable garden development experience
- Experience in kitchen gardening, cut flower gardening and plant propagation