



Heritage Trust | SC028131

JOIN OUR GARDEN TEAM AT CAMBO HERITAGE TRUST

Cambo Heritage Trust is embarking on an exciting new chapter in the development of its grounds. This is your chance to be part of creating one of Scotland's most exciting gardens, where centuries-old heritage meets cutting-edge 21st-century horticulture.

Cambo Heritage Trust (CHT) is a charity (SC028131) that operates Cambo Gardens, established in 1998 to advance education, horticulture, heritage and the arts based at Cambo Estate in Fife, Scotland. World famous for its naturalised snowdrops and Galanthus collection, Cambo has built a strong reputation through its successful mail-order bulb business, thriving plant centre, and the development of a spectacular 2.5 acre walled garden surrounded by six acres of woodland policies.

A Garden in Transformation

Our Garden Team has recently launched an ambitious project of renewal and redevelopment throughout the gardens, with biodiversity, sustainability, and environmental responsibility at its heart. Following the success of our innovative festival "COMPOSTED" – which celebrated the vital importance of supporting healthy soil ecosystems – we're pioneering new approaches to demonstrate how historic gardens can lead the way in environmental stewardship.

Since 2017, our B-listed Georgian Stables have housed a thriving visitor centre with learning hub, exhibition space, nature play area, kitchen garden and vegetarian café. Our extensive learning and engagement programmes connect thousands of visitors annually with the natural environment, while our social enterprise activities continue to expand into sustainable cut flowers, fresh produce, and plants propagated from our extensive collections.

Your Role in Our Vision

We're seeking a passionate and skilled Gardener to join our dynamic team and help shape the future of Cambo's Kitchen Garden while supporting our ambitious ornamental garden developments. This role offers the unique opportunity to combine productive horticulture with the artistry of ornamental gardening, all within our mission to create one of the finest examples of a 21st-century garden within our early 19th-century walls.

What We Offer:

- **Professional Development:** Weekly plant identification sessions, opportunities to attend major events such as the Beth Chatto Symposium, and visits to notable Scottish gardens
- **Creative Contribution:** Help develop the future direction of Cambo's Kitchen Garden and contribute to our innovative approach to sustainable growing
- **Networking:** Connect with other ambitious gardens and gardeners across the UK through our growing network
- **Learning Environment:** Join an organisation committed to your growth, with relevant training actively encouraged and supported

- **Historic Setting:** Work within our beautiful 2.5 acre Georgian walled garden and surrounding woodland policies
- **Mission-Driven Work:** Be part of demonstrating how gardens can lead environmental change while preserving heritage

Salary: £24,500.00

Contract: Permanent (subject to a six-month probationary period)

Holidays: 30 days per annum, with an additional day's holiday for each year of service to a maximum of 35 days

Hours: 35 hours per week with occasional weekend or evening work (time off in lieu applicable)

Applications: Please send a covering letter detailing your suitability for the post and an up-to-date curriculum vitae to Callum Halstead, Head Gardener, Cambo Heritage Trust, Stables Visitor Centre, Kingsbarns, St Andrews KY16 8QT or by email to callum@cambogardens.org.uk.

Closing date: 30 September 2025

JOB DESCRIPTION

Job Title: Gardener (Kitchen Garden & Ornamental Gardens)

Reports to: Head Gardener

The Position: This exciting dual role positions you as an important contributor to Cambo's transformation, taking responsibility for our kitchen garden programme while supporting the development of our renowned ornamental gardens. You'll help demonstrate sustainable growing practices to thousands of annual visitors while contributing to maintaining the highest horticultural standards across our diverse plant collections.

Your Impact:

Kitchen Garden Co-ordination (50% of role)

- Take responsibility for vegetable production using our established no-dig methods, planning and implementing annual crop rotations
- Ensure a steady supply of fresh, seasonal produce for our popular vegetarian café and garden shop throughout the growing season
- Manage sowings, plantings, and harvest schedules, maintaining detailed production records
- Support visitor engagement about sustainable growing practices and healthy soil ecosystems
- Work closely with café and shop teams to meet their seasonal requirements
- Contribute to establishing Cambo's Kitchen Garden as a demonstration site for environmental best practice

Ornamental Garden Development (50% of role)

- Support the Head Gardener in maintaining our extensive and eclectic plant collections to the highest standards

- Contribute to seasonal planting schemes and ongoing garden development projects
- Assist with essential maintenance including pruning, planting, mulching, and pest management
- Help care for our world-famous *Galanthus* collection and naturalised bulb populations
- Support hard landscaping projects and infrastructure improvements
- Maintain tools, equipment, and contribute to our efficient composting systems

Team Support & Education

- Work with groups of volunteers and trainees in both productive and ornamental areas
- Support garden tours, workshops, and educational programmes by sharing your growing knowledge
- Contribute to our expanding social media presence and visitor interpretation
- Participate in seasonal events and our innovative festival programme

Professional Responsibilities

- Maintain health and safety standards across all garden areas
- Participate in weekly team planning and seasonal programme development
- Contribute to risk assessments and safe working practices

Other Duties: Flexibility to support the wider Trust's activities and special projects as they arise.

PERSON SPECIFICATION

What We're Looking For

We need someone who shares our excitement about gardens as agents of positive change. You'll be joining a passionate team committed to demonstrating how heritage gardens can lead the way in environmental responsibility while maintaining the highest aesthetic standards.

Your Qualities: You're physically fit and love working outdoors in all conditions. You have excellent organisational skills, an eye for detail, and the flexibility to adapt as our ambitious plans evolve. Most importantly, you bring enthusiasm, a positive attitude, and determination to deliver excellence in everything you do.

Essential Experience & Skills:

- **Productive Gardening Expertise:** Proven experience in kitchen/market gardening with strong skills in crop rotation planning and harvest management
- **Vegetable Growing Knowledge:** Understanding of seasonal production cycles, succession planting, and sustainable growing techniques
- **General Horticulture:** Solid foundation in ornamental gardening, plant care, and garden maintenance

- Plant propagation experience
- Facilitation and engagement: Experience working with volunteers, trainees, or team members
- Communication Skills: Comfortable engaging with diverse audiences including visitors, colleagues, and trustees
- Practical Skills: Competent with garden tools, basic machinery, and maintenance tasks
- Organisation: Strong planning and time-management abilities to juggle multiple seasonal priorities
- Technology: Basic IT skills for record keeping and communication
- Safety Awareness: Understanding of health and safety practices in garden environments

Desirable but Not Essential:

- Knowledge of no-dig growing methods or permaculture principles
- Experience in gardens open to the public
- Understanding of organic growing and natural pest management
- Basic landscaping or woodworking skills
- First aid certification or willingness to train
- Full UK driving licence
- Experience creating educational content or interpretation materials

What This Role Offers You: This position is ideal for someone looking to develop their career in a supportive, learning-focused environment. You'll gain valuable experience across multiple areas of horticulture while contributing to genuinely innovative projects that are shaping the future of sustainable gardening in Scotland. It's perfect for building skills and confidence as you progress from early career towards more senior responsibilities.

Background Check: This role requires PVG (Protection of Vulnerable Groups) scheme membership, administered by Disclosure Scotland.

Send a CV and covering letter telling us how you fit with the role to:
Callum Halstead, Head Gardener – callum@cambogardens.org.uk

Deadline: 5pm 30 September 2025