



Job Title: Gardens Maintenance Operative
Reporting to: Nest General Manager
Direct Reports: N/a

The Company

We're an award-winning English fine wine producer, based in Kent. Our vision is simple: we strive to create the finest wines in the world.

As a luxury brand, a quest for perfection and a fastidious approach to detail is at the heart of everything we do. We craft vintage-only wines that are unique to each year – an authentic reflection of a time and place.

We love what we do and we're incredibly proud of Gusbourne. Whether in the vineyard, the winery, or beyond, we work together to build a sustainable future.

We embrace tradition and challenge convention. We're at the forefront of the English wine industry – and that's a hugely exciting place to be.

We are now looking for a proactive and skilled individual to take responsibility for the day-to-day maintenance of our beautiful estate grounds. The ideal candidate will have strong soft landscaping skills and a passion for maintaining outdoor spaces to the highest standards.

The Role and Responsibilities

The successful candidate will play a key role in maintaining and enhancing the external appearance of our estate. Duties will include but are not limited to:

- **Mowing:** Maintain well-manicured lawns across the estate through regular mowing.
- **Ground Preparation:** Prepare soil beds to support healthy planting and seasonal displays.
- **Watering:** Ensure efficient watering of all plant life to promote growth and avoid wastage.
- **Planting:** Plant and nurture trees, shrubs, and flowers, aligning with estate landscaping plans.
- **Mulching:** Apply mulch to plant beds to retain moisture, reduce weeds, and enrich soil.
- **Landscape Implementation:** Follow professional landscape designs and verbal guidance with accuracy and attention to detail.
- **Topsoil & Aggregate Handling:** Transport and spread topsoil and aggregates to support planting and garden improvements.
- **General Grounds Care:** Strimming, weeding, digging, hedge cutting, and clearance to maintain tidy and welcoming grounds.
- **Pest and Weed Control:** Apply safe and effective techniques to control weeds and pests, using environmentally conscious practices.
- **Plant Care:** Apply appropriate feeds and treatments to encourage healthy growth.
- **Pruning:** Regularly prune trees and shrubs to maintain structure, health, and visual appeal.
- **Machinery Maintenance:** Conduct basic maintenance of tools and machinery to ensure longevity and safe use.
- **Health & Safety Compliance:** Carry out all duties in line with current health and safety legislation, reporting concerns as necessary.



Experience & Qualifications

- Prior experience in soft landscaping or grounds maintenance (desirable)
- Horticultural qualification or relevant training (desirable)

Skills and Attributes

- Self-motivated, energetic, and resilient
- Comfortable working outdoors in all weather conditions
- Highly organised with a keen eye for detail
- Able to work independently and as part of a wider team
- Proactive in identifying and solving problems
- Competent in using groundskeeping tools and machinery

Benefits

- A rewarding role in a dynamic and growing industry
- Competitive salary, commensurate with experience
- 25 days paid holiday (pro rata), plus bank holidays
- Company pension scheme and life insurance
- Mediacash healthcare cash plan
- Annual wine allowance (pro-rata 24 bottles)
- Preferential employee rates on wine and tours
- Birthday gift
- Cycle to Work Scheme
- Invitations to staff social events, including summer and Christmas gatherings
- In-house WSET training up to Level 3

Job Type and Salary

Job Type: Part-time, Permanent

Hours: 16 hours per week (2 days – preferably Tuesday and Wednesday)

Schedule: 08:00 – 16:30

Location: Appledore, Kent (TN26 2BE) – Must be able to commute reliably or plan to relocate prior to starting

Work Location: On-site

To Apply

Please submit your CV and a covering letter to our Gusbourne Recruitment Team at recruitment@gusbourne.com by Friday 30th May 2025.

At Gusbourne, Diversity Matters

We are committed to building a diverse and inclusive workplace. We welcome applications from individuals of all backgrounds, regardless of age, gender, ethnicity, disability, sexual orientation, or religion. If you require any reasonable adjustments to support you during the recruitment process, please let us know.