

Estate Grounds Manager

Reporting to: Head Vineyard Manager

Direct Reports: Zero-Hours Team

This role can be full time or part time - applicants for both are welcome.

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.

If you'd like to join us, a fantastic opportunity has arisen as Estate Grounds Manager, where you will take pride in maintaining the estate's gardens, lawns, and visitor areas to the highest standards, helping create an exceptional experience for every guest.

The Role

At Gusbourne, the first impression begins the moment a guest arrives. The Estate Grounds Manager plays a vital role in ensuring our estate reflects the excellence, precision, and quality synonymous with our brand.

Responsible for the care, maintenance, and immaculate presentation of the grounds – including lawns, pathways, visitor areas, and car parks – this hands-on role blends practical expertise with leadership. By managing a shared zero-hours resource pool and acting as the first point of contact for any grounds-related issues, the Grounds Manager ensures every aspect of the estate environment contributes to an exceptional visitor experience.

Key Accountabilities

- **Daily Grounds Maintenance:** Undertake all aspects of grounds care – mowing, strimming, weeding, pruning, planting, and watering – ensuring meticulous presentation year-round.
- **Leadership & Resource Management:** Provide clear direction to zero hours team as and when necessary, creating schedules and allocating tasks.

- **Point of Contact:** Act as the go-to person for grounds-related issues raised by senior managers, taking ownership for prompt resolution or escalation.
- **Planting & Seasonal Displays:** Design and deliver planting schemes that reflect the changing seasons and showcase the estate at its finest.
- **Care of Equipment:** Operate horticultural tools and machinery safely and maintain them to the highest standards.
- **Presentation Standards:** Maintain exceptional standards across lawns, pathways, borders, car parks, and guest areas.
- **Event Support:** Prepare outdoor spaces for events and guest visits, ensuring a seamless, welcoming first impression.
- **Health & Safety:** Uphold the highest standards of safety across the estate.
- **Sustainability:** Champion environmentally responsible gardening practices in line with Gusbourne's sustainability values.

Role Requirements

Experience & Knowledge:

- Hands-on gardening experience, ideally within a hospitality, visitor-focused estate, or vineyard environment.
- Knowledge of plants, garden maintenance techniques, and seasonal requirements.
- Confidence using a range of gardening equipment and machinery.

Skills & Attributes:

- Physically fit, self-motivated, and hardworking.
- Strong attention to detail and pride in maintaining high-quality grounds.
- Ability to lead a shared team, manage schedules, and approve hours effectively.
- Flexible and adaptable to meet seasonal and visitor-focused needs.

Qualifications:

- Recognised horticultural qualification (e.g., RHS Level 2) desirable.
- PA1/PA6 certification and/or machinery tickets beneficial but not essential.
- Full UK driving licence required.

Rewards

- A fulfilling career in a dynamic and growing industry.
- Competitive salary based on experience.
- Benefits package including 25 days paid holiday, pension contributions, and Medicash healthcare.
- Wine allowance: 24 bottles per year.
- Preferential rates on wine purchases and vineyard tours.
- Birthday gift.
- Cycle to Work Scheme.
- Opportunity to attend staff events, including summer socials and Christmas parties.
- In-house WSET training offered at Levels 1–3.

Job Type and Salary

- 40hrs/wk with flexibility to help in other departments over the winter months. Part time (24hrs+/wk). Annualised hours could be considered
- Competitive salary based on experience.
- Location: Gusbourne Estate, Kenardington Road, Appledore, Kent, TN26 2BE.

To Apply

Please respond with your CV and covering letter to our Gusbourne Recruitment Team at recruitment@gusbourne.com by Friday 6th February 2026. No Agencies, please.

At Gusbourne, we are committed to creating a diverse and inclusive workplace. We believe in equal opportunities for all and welcome applications from individuals of any age, gender, ethnicity, disability, sexual orientation, or religion. If you require reasonable adjustments during the recruitment process, please let us know.