

Garden and Estate Workshop Leader

Our Mission is to create a community where Children and Young Adults can live, learn and work in an integrated community based on mutual respect and unfolding of individual potential

Post:	Garden and Workshop Leader
Service:	Day Services
Line Manager:	Day Service Manager (in partnership with House Coordinator - Cairnlee)
Salary Range:	£16.03 per hour
Hours:	32 hours per week

Role Purpose

The Garden and Estate Workshop Leader will lead and develop meaningful horticultural, estate maintenance and land-based work opportunities for adults attending Cairnlee.

The postholder will create a safe, inclusive and productive workshop environment where individuals can develop practical skills, confidence, independence and wellbeing through participation in gardening, grounds maintenance and estate-related activities.

The role combines workshop leadership, practical horticultural expertise and direct support responsibilities, ensuring that activities are person-centred, outcome-focused and aligned with the values and ethos of Camphill School Aberdeen.

The Workshop Leader will contribute to maintaining and enhancing the Cairnlee environment while enabling people supported by the service to participate meaningfully in all aspects of planning, growing, maintaining and improving the gardens and estate.

Key Responsibilities

Workshop Leadership

- Plan and deliver meaningful horticultural and estate-based activities for individuals and groups.
- Support participants to develop practical, vocational and life skills through gardening and estate work.
- Adapt activities to meet individual abilities, aspirations and support needs.
- Promote active participation, independence, choice and ownership in workshop activities.
- Create opportunities for individuals to achieve recognised learning outcomes and accreditation where appropriate.
- Maintain a welcoming, engaging and productive workshop environment.

Horticulture and Estate Management

- Maintain gardens, grounds and outdoor spaces to a high standard.
- Lead seasonal planting, cultivation, harvesting and maintenance programmes.
- Support seed to table initiatives by managing planting and growing in conversation with Cairnlee kitchen and be part of food production possibilities and initiatives.

Person Specification

Essential

- Qualification or experience of practical gardening, horticulture, grounds or estate maintenance.
- Experience supporting adults with additional support needs.
- Experience planning and delivering meaningful work activities for individuals and groups.
- Understanding of health and safety requirements, risk assessment and safe use of equipment and machinery.
- Understanding of safeguarding and adult protection responsibilities.
- Ability to work independently and as part of a multidisciplinary team.
- Ability to maintain appropriate records and reports.



Desirable

- Experience supporting individuals to achieve qualifications, awards or vocational accreditation.
- Experience working within a Camphill, social care, education or community-based setting.

The tasks and remit contained within this job description captures the main responsibilities of the role and is not exhaustive. CSA retains the right to request other tasks, within reason, be undertaken by the post holder as requested.