



GOSDEN HOUSE SCHOOL

School Estate Gardener & Sustainability Champion

Recruitment Pack

October 2026

Job Advert

Job Title: School Estate Gardener & Sustainability Champion

Location: Gosden House School, Guildford

Hours: Full Time, Year Round

Reporting to: Site Manager

Salary: Surrey PS3 £25,133

Accommodation: Optional one-bedroom self-contained flat on a Service Occupancy contract

Join our unique, diverse school estate team and help shape beautiful, sustainable grounds including formal gardens, meadows, woodland and river frontage.

What We Offer

- Optional one-bedroom self-contained accommodation suitable for a single person or couple. (Service occupancy at 7% via payroll)
- Beautiful working environment.
- Supportive school community.
- Professional development opportunities.
- Opportunity to lead environmental improvements and biodiversity projects.
- Wellbeing initiatives.
- Local Government Pension Scheme

To Apply

Before applying, please ensure that you visit our website to read the job description and person specification. CV's will not be accepted. All applicants must complete the Support Staff Application Form

Deadline for applications: Monday 2nd November 2026

Interviews: Mid November

If you would like a show-round of the school before applying, please telephone 01483 892008 or email recruitment@gosden-house.surrey.sch.uk

Safeguarding

Gosden House School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. The appointment will be subject to satisfactory references and an enhanced disclosure through the Disclosure and Barring Service (DBS).

Job Description

Purpose: To maintain, enhance and develop the school estate while supporting biodiversity, sustainability and climate action objectives.

Key Responsibilities

- Maintain formal gardens, hard landscaping, lawns, meadows and riverside areas to a high standard.
- Maintain sports field / football pitch.
- Develop and enhance habitats to support wildlife and biodiversity.
- Help create safe, attractive and accessible outdoor learning environments across the estate.
- Support tree planting, meadow management, composting and other sustainability initiatives.
- Support delivery of the school Climate Action Plan and net-zero ambitions.
- Maintain paths, fencing, outdoor structures and landscape features.
- Operate horticultural equipment and machinery safely.
- Work alongside colleagues to ensure outdoor spaces are available, accessible and well maintained for school activities.
- Provide cover for the school's Small Animal Unit as required, including the daily care and welfare of animals, feeding, cleaning enclosures, maintaining records, monitoring health and reporting concerns.
- Contribute to long-term environmental improvement projects across the site, in relation to the school climate action plan.
- Maintain records of biodiversity and sustainability initiatives.
- Ensure compliance with health and safety and environmental requirements.
- Teach plant care to vocational pathway pupils.
- Minibus driving for occasional trip support.

Person Specification

Criteria	Essential	Desirable
Education	GCSE English and Maths or equivalent (Grade C/4)	RHS/NVQ Level 2+
Experience	Significant horticultural or estate management experience	School/SEND experience
Knowledge	Grounds maintenance, biodiversity and sustainability	River or conservation management
Skills	Planning, organisation and independent work.	Animal care experience
Other	Full UK driving license and Enhanced DBS	First Aid and specialist machinery qualifications