

## Job Description

### **Community Gardener - Community Payback**

Midlothian Community Hospital Gardens

#### **Part time – 16 hours/week (worked on Saturday & Sunday)**

Fixed term until 31<sup>st</sup> March 2026

For over 50 years, Cyrenians has tackled the causes and consequences of homelessness.

We understand that there are many routes into homelessness, and that there is no 'one size fits all' approach to supporting people towards more positive and stable futures. That's why all our work is values-led and relationships-based. We meet people where they are and support them towards where they want to be.

Our mission: To tackle the causes and consequences of homelessness through learning from lived experience; by delivering targeted services which focus on prevention, early intervention and support into a home; and by influencing changes in legislation and policy.

#### **Compassion | Respect | Integrity | Innovation**

Read more about us and our values [here](#)

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## **1 Overview**

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### **About the service**

Cyrenians has worked with NHS Lothian to establish two hospital community gardens: The Royal Edinburgh Community Gardens in 2010, and the Midlothian Community Hospital Garden which was launched in 2012.

Cyrenians NHS Community Gardens are projects that offer hospital patients, staff and visitors, as well as people and groups from the local community, the chance to take part in a range of activities in the gardens and on hospital wards. The vision is to create a great inclusive place for communities to grow together, with a particular emphasis on promoting wellbeing, improving mental health and reducing social isolation.

### **About the role**

The Community Gardener will supervise small groups of adults on Community Payback Orders and work with the Garden Coordinator on the growing and maintenance plan, ensuring that it is an attractive and well-maintained garden all year round. The Community Gardener will be required to lone work with participants on site.

By the very nature of this being a gardening role there will be physically demanding aspects i.e. digging, lifting and bending.

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## 2 Tasks and Responsibilities

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### Provide support individuals on Community Payback Orders

- Support and motivate those on Community Payback orders (unpaid work placements) in the garden
- Identifying suitable tasks and activities for groups to complete such as: general maintenance, landscaping, painting, planting, sowing, propagating, pruning, and weeding
- Link in with Community justice team at Midlothian Council regarding individuals, highlight if any further support is needed, or there are challenges with attendance
- Ensure that all monitoring and evaluation requirements are met (completing attendance registers and ensuring hours completed are logged).

### Health and Safety

- Carry out risk assessments and ensure that a safe working environment is maintained
- Ensure all health and safety policies/procedures are in place, explained to participants, and strictly adhered to

### Other tasks and responsibilities

- Support the team to plan and deliver seasonal events and activities to attract visitors
- Attend and participate in team meetings when possible
- Work with the Garden Coordinator on implementing a growing plan for the garden and ensure the garden is well maintained
- Support the recruitment of a volunteer who will provide support during the sessions

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## 3 Person Specification

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<b>Skills and Experience</b>	
Experience in propagating, pruning, landscaping, soil preparation and composting	Essential
Experience of working with vulnerable individuals / groups outdoors	Essential
Ability to follow good practice in risk management, support others to work safely, and implement risk assessment procedures	Essential
Knowledge of working with people who have experienced trauma and/or mental health difficulties	Desirable
General maintenance and building skills	Essential
<b>Values and Attributes</b>	
Creative and solution focused approach to problem solving	Essential
Ability to work flexibly and autonomously	Essential
<b>Qualifications and Training</b>	
First aid (or willingness to undertake)	Desirable
Land management, Outdoor Education, Forest schools, or other relevant environmental qualification	Desirable

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## 4 Terms & Conditions

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<u>Employer:</u>	Cyrenians
<u>Line Manager:</u>	Service Manager – Community Gardens
<u>Workplace:</u>	Midlothian Community Hospital Garden
<u>Working Hours:</u>	16 hours per week worked, 8 hours on a Saturday and Sunday
<u>Annual Leave</u>	25 days plus 10 public holidays, pro rata
<u>Salary:</u>	£25,352 to £27,907 pro-rata (scale points 20-24) This equates to £10,963 per annum for a 16-hour week on SCP20.
<u>Pension:</u>	Auto-enrolment into Qualifying Workplace Pension Scheme (QWPS) which is a Group Stakeholder Pension Scheme – current contributions being 5% employee and 3% employer. Option of enhanced Employer contributions to the same QWPS of 6% initially, rising to 9% after 2 years and 12% after 5 years (subject to employee contributions of 6%)
<u>Duration:</u>	Fixed term 31 March 2026 in the first instance
<u>Disclosure:</u>	PVG membership for adults required

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## 5 Application Deadline and Interview Dates

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Closing date:	12 noon on Monday 19 <sup>th</sup> May
Interview date:	26 <sup>th</sup> May 2025
Second stage:	TBC

Please refer to the Recruitment Information leaflet for further information on completing and submitting your application form.