



Job Description

Gardener

Full time role

Borde Hill, Haywards Heath, West Sussex. RH16 1XP

About Borde Hill Garden

Borde Hill (BH) is a magnificent Grade II* English Heritage listed Garden set within 383 acres of Parkland and Woodland.

Created in the early 1900's with plants gathered by the great plant hunters from their travels to the Himalayas, China, Burma, Tasmania, the Andes and North America, the Estate contains over 90 champion trees and 8,000 trees and shrubs listed by the Royal Botanic Gardens Kew. In addition to the living collection, Borde Hill also has an extensive plant archive which allows us to better understand the plant collection and social history to engage our visitors about 'the world in one garden'.

The Stephenson Clarke family have been custodians of Borde Hill for five generations, and are at a stage of generational change that is seeing new energy, opportunities and ideas aimed at broadening our visitor demographic and ensuring Borde Hill is sustainable for future generations. This includes new business initiatives of field to fork dining and the restoration of our walled kitchen garden, a biodynamic market garden and a rejuvenated family parkland offering with improved infrastructure, better horticultural interpretation and plant management, with a focus on climate change.

We are looking for a passionate and practical Gardener to join our Garden Team and play a key role in caring for and developing Borde Hill Garden at an exciting time of transformation.

You and Your Role

As a hands-on horticulturalist, you will help maintain the high standards of presentation for which Borde Hill is renowned, while bringing your knowledge, enthusiasm and care to our diverse and important plant collections.

Working as part of the wider Garden Team, you will undertake a varied range of practical horticultural tasks across our garden rooms, helping to care for established plants as well as supporting the ongoing development of the Garden. Your responsibilities will include the care and cultivation of herbaceous and woody plants, along with planting, border maintenance, pruning, propagation, plant division, irrigation and seasonal garden work. You will also assist with hard and soft landscaping projects and contribute to the ongoing improvement and development of the Garden.

There will be opportunities to put your practical knowledge of plant care, pruning, propagation, machinery and equipment, irrigation and tree care to good use, while working alongside experienced colleagues and our Garden Volunteers.

Borde Hill is a garden of significant horticultural and historical importance, with a diverse range of plants and trees collected from around the world. You will therefore have the opportunity to work in a stimulating environment, develop your horticultural skills and contribute to the future of a much-loved Grade II* listed garden.

Salary:

£24,785pa

Hours:

37.5 hours per week, and occasional weekend working

Start Date:

As soon as possible

Holiday entitlement:

32 days pro rata (including Bank Holidays)

To apply:

email your CV & covering letter to:
headgardener@bordehill.co.uk

Closing date:

23rd October 2026

If you are in employment, please include your current notice period.

Borde Hill
Haywards Heath
West Sussex
RH16 1XP

01444 450326
www.bordehill.co.uk

Knowledge, skills and experience needed

(Please provide evidence in your Covering Letter and CV)

Essential:

- Horticultural qualification equivalent to NVQ level 2 or above or equivalent experience
- Trained as a professional gardener with a good level of theoretical and practical experience
- Knowledge of the cultivation with a range of herbaceous and temperate woody, plants; including pest/disease control, with mulch and compost practices.
- Familiar, confident and with experience of the use of power tools such as strimmers, lawn mowers, hedge cutters etc.
- Confident and happy to interact garden visitors and the public
- Good knowledge of health and safety in horticulture
- Able to carry out manual tasks such as digging, lifting and manual handling
- Able to demonstrate a flexible approach, with good team working and interpersonal skills

Desirable:

- Practical experience of maintaining and presenting an historic, botanic or public garden to a high standard
- Experience of tree work, including chainsaw use
- Practical knowledge of plant records and good IT skills, including Excel

Borde Hill has a Family-led small, dedicated, professional and friendly team who embody a 'one team' culture. We want everyone to feel valued and fairly rewarded for the work they do and your package includes:

- Borde Hill is committed to career development with training opportunities
- A Borde Hill annual family membership allowing free entry to the Garden and Parkland
- Discount in the Borde Hill shop and catering outlets
- Free tickets for selected events throughout the open season
- Free access at selected times to our Partner Gardens (West Dean Gardens, Chelsea Physic Garden, The Newt, The Lost Gardens of Heligan and Sculpture by the Lakes)
- Free entry to selected RHS events
- Free access to our wellbeing programme
- A flexible working pattern where possible

Please note, applications without a CV and Cover Letter will not be considered.

We are an equal opportunities employer and welcome applications from all suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation or age.