



Post: Director of Horticulture & Learning
Division: Horticulture
Band: H (£65,698-£76,160)

Job Purpose

To lead the Horticulture and Learning division in order to deliver the RBGE Corporate plan. The scope of which will be wide ranging but will include specific responsibility for: -

Maintaining the global reputation as a world leading botanic gardens, protection and enhancement of internationally recognised collection of living plants, continued support of the national and international conservation and research programmes.

In conjunction with partner organisations, ensure the continued and enhanced delivery of wide ranging educational programmes.

Of increasing importance is the need to enhance the gardens commercially as one of Scotland's most popular tourist attractions, and working with other garden operations to generate income for the organisation.

Job Description

Main Duties

1. Development and implementation of corporate strategies to ensure RBGE objectives are met, and national/international responsibilities are delivered
2. To contribute to the overall management of RBGE as a member of the Directors' Group.
3. Manage the Horticulture and Learning division across the four RBGE sites
4. Oversee the development and care of RBGE's internationally important Living Collection and to ensure that RBGE remains a centre of excellence for horticulture
5. To ensure RBGE remains a centre of excellence for education, working with Head of Education to deliver its education programmes in horticulture, plant science and biodiversity conservation
6. To take overall responsibility for RBGE's exhibitions and events programme
7. Take overall financial management responsibility of the Horticulture and Learning division
8. To ensure that Horticulture and Learning division is environmentally sustainable in its operations



9. To represent RBGE on national and international fora and committees, and speak at internal events and engagements as agreed with the Regius Keeper, in pursuance of the RBGE's strategic objectives
10. To ensure a high standard of health and safety within the Horticulture and Learning division work place/areas of responsibility
11. To undertake other duties as assigned

Specific Responsibilities

- Prepare for and commence delivery of Horticulture and Learning objectives in the 5 Year Corporate Plan 2015-2020
- Take a leading role in the review and planning of major capital projects across the four gardens
- To help develop the profile and reach of RBGE, nationally and globally
- To ensure RBGE maintains outstanding standards of horticulture and education, and that its education programmes are current and relevant
- To ensure RBGE's programme of events and exhibitions remains effective, relevant and impactful
- To support the development of conservation programmes
- To develop and exploit income generation opportunities

Person Specification

Skills/Aptitude	Essential	Desirable
Significant work experience in a horticultural environment at a senior level	*	
Substantial management and leadership experience, ideally at a senior level	*	
Experience of managing significant and diverse budgets	*	
Experience in developing and delivering capital projects to time and on budget	*	
Experience in working with Scottish Government departments		*
Experience gained within a relevant tourist attraction.		*
The ability to recognise Commercial Opportunity to create Income.		*



Knowledge	Essential	Desirable
Broad knowledge of all aspects of horticulture	*	
Knowledge of education, ideally in a horticultural environment		*
Understanding of current key questions and challenges facing botanic gardens	*	
Understanding of public sector finances		*

Professional Qualifications	Essential	Desirable
A relevant qualification, appropriate for the interests of the organisation, preferably gained at graduate level, or equivalent experience	*	