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|  | Essential | Desirable | Evidenced By |
| QUALIFICATIONS | | | |
| Any horticulture-related qualification |  | ✔ | Application |
| KNOWLEDGE AND EXPERIENCE | | | |
| Basic literacy (including fluency in spoken English language) and numeracy | ✔ |  | Application and interview |
| Identification of native tree seedlings and their key parts (leaves, stem, roots). |  | ✔ | Interview |
| Knowledge of basic plant health requirements | ✔ |  | Application and interview |
| Experience of horticultural nursery work (e.g. seedling handling, pricking out, tree packing). |  | ✔ | Application |
| SKILLS | | | |
| Fine hand motor skills with an ability to manipulate small delicate plants without harming them. | ✔ |  | Interview |
| Ability to maintain records of work undertaken accurately. | ✔ |  | Application and Interview |
| PERSONAL ATTRIBUTES | | | |
| Able to work in outdoor conditions for extended periods. | ✔ |  | Interview |
| Able to follow detailed instructions consistently. | ✔ |  | Application and interview |
| Sociable – able to work closely with others as part of a team. | ✔ |  | Application and Interview |
| Enthusiasm for the vision of Trees for Life. |  | ✔ | Application and interview |