



# Role Profile

<b>Job title</b>	Dundreggan Nursery Worker
<b>Reporting to</b>	Dundreggan Nursery Supervisor
<b>Has reporting</b>	None
<b>Starting Salary</b>	Grade A
<b>Duration</b>	Fixed Term
<b>Location</b>	Dundreggan, Tree Nursery

## Trees for life - context

The Trees for Life vision is of a revitalised wild forest in the Scottish Highlands, providing space for wildlife to flourish and communities to thrive. The Trees for Life mission is to rewild the Scottish Highlands by enabling the restoration of the globally unique Caledonian Forest which once covered much of Scotland. Integral to our success is the involvement of people.

## Dundreggan

Dundreggan is a 10,000-acre estate in Glenmoriston between Loch Ness and Skye. Since 2008, the estate has been transformed into one of the best examples of forest restoration in Scotland. It includes a ground-breaking tree nursery and is where many volunteers come to take part in rewilding projects.

## Our Values

Our values are at the core of our mission to rewild the Scottish Highlands, informing decisions large and small from the day-to-day running of our office to major conservation projects. We have shared these values so that our supporters, volunteers and partners can gain a deeper understanding of what drives Trees for Life.

## We are groundbreaking

We are an ambitious charity with a big mission. For over 25 years we have sought to bring innovation to conservation, and we continue to strive for new and ground-breaking ways to rewild the Scottish Highlands.

## We are collaborative



We are an open, friendly and cooperative organisation. We welcome and encourage collaborative working with other organisations, landowners and the wider community. We believe we can always achieve more through teamwork.

## **We are pragmatic**

We seek prudent, sustainable solutions in everything we do. We are always mindful of our duty to our supporters, our volunteers, our staff and above all to Scotland's wild forest. Seeking a pragmatic approach safeguards our organisation and the work we undertake.

## **Overall Purpose of the Job**

The purpose of the role is to assist in the propagation and growing-on of plants in the Dundreggan tree nursery, including assisting with our specialised projects to propagate aspen from seed and to propagate montane scrub species.

## **Key Liaisons**

The role will involve working closely with the Nursery Manager, Nursery Supervisor and Nursery Assistants, alongside the Dundreggan Operations Manager who is responsible for the estate. Liaising with volunteers and members of the public is also a key requirement.

## **Scope, Accountability and Resources**

- The scope of the job extends to effective handling and onward propagation of tree seedlings, mixing appropriate composts under instruction and managing the supply of materials to maximise the process efficiency.
- Responsible for the safe operation and maintenance of nursery equipment and tools.
- Resources include nursery fixed equipment.

## **Key responsibilities**

These include, but are not limited to;

- Plant care activities such as pricking out, potting up, lining out, watering and weeding within the nursery.
- Keep accurate records of nursery activities.
- Carry out maintenance of hand tools and some nursery equipment.
- Supervision of volunteers in carrying out nursery activities.
- Carrying out additional work as necessary or requested by the Dundreggan Operations Manager.
- Assist with general care of the nursery grounds.



## **Person Specification**

### **Skills & Competencies**

- Good dexterity or fine manipulation skills for detailed work with small and delicate seedlings and cuttings.
- Reasonable levels of numeracy and literacy.
- Able to work extremely thoroughly with excellent attention to detail for accurate labelling and record keeping.
- Experience of horticultural work, gardening or looking after plants.

### **Personal Attributes**

- Able to work in outdoor conditions for extended periods.
- Able to stand or sit upright for extended periods.
- Able to follow detailed instructions.
- Resourceful and flexible and able to work on their own initiative.
- Effective team player and communicator.
- Due to the nature of the role, good physical health is required.
- Enthusiasm for the work of Trees for Life.