



# Architectural — PLANTS —

## Head of Pest & Disease

### Company Profile & Person Specification

Architectural Plants is a nursery in West Sussex with a growth rate far out-pacing industry norms. As well as the nursery, we offer garden design, planting and maintenance services – we have big dreams and grand plans. Since the appointment of our Managing Director, Guy Watts, in 2016, turnover has doubled. We aim to make a similar impression on our homegrown production, and compete on a global level with the best nurseries and growers in the world. It's a non-negotiable goal. A positive attitude is everything.

We have a passionate team working with us. Sales, marketing and design drive the company forward from the ground, increasing sales with a combination of incredible customer service and after-sales skills, well-placed advertising, a strong and engaged online following, and designs that create client retention and referral stats that are the envy of our competitors. We have a production team out on the nursery in all weathers propagating and growing on our extensive range of stock, some of which is unique to us. They also support a planting and creative maintenance team that is second to none in terms of its grit and unrelenting insistence on doing things properly every time, constructing and creatively maintaining show quality gardens.

The company runs similarly to a huge family – we even have four office dogs – complete with all of the images of bickering those words conjure up. Of course, if you put enough people who are passionate about what they do in a room together, it won't take long for voices to be raised and debate to ensue. Individual opinion is encouraged and always valued. It's how we come up with the best ideas and continue to drive the company forward at such an extraordinary pace. We debate, we argue, and we make up – and nine times out of ten we manage to do so without resorting to throwing stationary at one another. It's a challenging and rewarding environment in equal measure. As Head of P&D, you'll need to be comfortable putting in your two pennyworth.

If this sounds like the type of environment you can thrive in, if you can hold your own whilst being open to new ideas, and if you have the communication and people skills required to use your wide-ranging knowledge to guide and educate members of the team, then there's a strong chance you'll fit in well. You'll be outside in all weathers supporting the nursery team, ensuring that our plants have the best opportunity to grow to our specifications. It's a static role; you'll be based at the nursery every day and on a weekly basis your job will largely entail the same crop walks and daily tasks. Therefore, you'll need to shy away from complacency and keep that keen eye for detail on high alert. Saying that, over time ambitious candidates may have the opportunity to work with the Design Manager to set up and manage their own P&D team, selling pest control services to our clients. At current growth rates, there will be many ways for you to progress. If this sounds like a challenge you can take on, please do get in touch.

Salary entirely negotiable



# Architectural — PLANTS —

## Head of Pest & Disease

### Responsibilities:

- manage all aspects of plant health on the nursery, valuing prevention over cure, with the knowledge to foresee potential issues and stop them occurring
- carry out weekly crop walks of the nursery, paying specific attention to key indicator plants
- work autonomously and proactively, identifying problems quickly, diagnosing them methodically and choosing appropriate and effective solutions
- think on your feet and react effectively to urgency when necessary
- communicate clearly with colleagues and customers, educating where possible in identification and prevention methods
- use and maintain specialist spray/application equipment with an awareness of the health and safety implications of the role, keeping a record of all products used and ensuring staff and customer safety by maintaining a clean working environment
- work closely with industry contacts and governing bodies/authorities to keep up to date with current legislation and preferred processes

### You'll need:

- PA1 & PA6 certificates, along with broad horticultural knowledge, relevant industry experience and an understanding of current plant health legislation
- specific and comprehensive understanding of P&D control and seasonal variations, and a keen awareness of the effects of the environment on plants
- excellent written and verbal communication skills, allowing you to complete administrative duties relating to the role and effectively educate the nursery and sales team in matters related to P&D
- the motivation to expand our offering and the knowledge and audacity to challenge current practice

**Full time, 40 hours per week**

### Application Process

In the first instance, please send a personal statement to [rachel@architecturalplants.com](mailto:rachel@architecturalplants.com), outlining your experience and suitability for the role. If successful at this stage, you'll then be asked to provide your CV. Please do not send your CV with your initial email.

The application process will involve a short telephone interview and a formal, in person interview with the Managing Director and Founder. These will be followed by a trial day at the nursery with our consultant P&D expert, who will test your knowledge and suitability for the role in a practical setting.

Strictly no agencies