



Architectural — PLANTS —

Head of Plant & Tree Production

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 Head of Plant & Tree Production role is a new position, created to take the pressure off our nursery manager, enabling him to focus on the day-to-day care of the plants with his team on the ground. As such, this is a fairly solitary role. Having discussed and agreed production strategies with management, you'll often be working alone to bring those plans to fruition. It's important that you're comfortable and confident in such a position. This isn't a people skills kind of a job. That's not to say that such attributes aren't valued – we're a close team, running similarly to a huge family, and effective communication drives us forward – but in this role they take second place to more practical skills.

We want you to be growing and training our plants meticulously, obsessively even. It's no ordinary job. You need to be a genuine plantsman – a real grower. You need to be passionate, highly practical, exceptionally knowledgeable, creative and mechanically minded all at once. You get the idea. If it sounds like we're asking for a lot, it's because we are. This is a unique role that requires an exceptional individual with an ingenious turn of mind. If you think that could be you, please do get in touch.

Salary entirely negotiable



Architectural — PLANTS —

Head of Plant & Tree Production

Responsibilities:

- take charge of growing on our extensive range of specialist and rare stock, ensuring it is grown to the quality and specification required
- lead and develop production of our home grown stock, working alongside our MD and leading the propagation team
- work to our shaping guide, whilst being open to challenging our way of doing things
- work alongside the Nursery Manager in the day-to-day running of the nursery when increased workload requires
- be proactive and adaptive, showing ingenuity and technical ability in your response to problems

You'll need:

- an exceptional amount of plant, propagation and horticultural production knowledge, and experience in the field
- experience in technical clipping and topiary work with an understanding of when to carry out certain tasks
- experience of plant and tree training techniques – both European and Japanese
- a hands-on approach – this is a physical role
- the self-motivation to increase the current production rate at a rapid pace, supported by management
- an obsessive and ingenious approach to efficient working practices
- a good level of fitness and stamina in order to carry out the role effectively

Full time, 40 hours per week

Application Process

In the first instance, please send a personal statement to 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, when your knowledge, technical abilities and suitability for the role will be tested in a practical setting.

Strictly no agencies