



KNOWSLEY HALL

RECRUITMENT PACK

GROUNDS OPERATIVE



APRIL 2024



## INTRODUCTION

Thank you for your interest in this role and working at The Knowsley Estate, we hope that this recruitment pack provides you with the information that you need to pursue your application. Please ensure that you read all parts of this document in order to complete your application as requested and tailored to the role and person specification.

This pack contains the following:

- About the Knowsley Estate
- Benefits of Working at The Knowsley Estate
- Shortlisting
- The Role
- The Person
- How to Apply



## ABOUT THE KNOWSLEY ESTATE

Owned by The Earl and Countess of Derby, The Knowsley Estate is comprised of two operating entities. Firstly, Stanley Enterprise, the leisure arm of the business, focussing on outstanding quality of customer service and guest experience and home to two great Merseyside icons – Knowsley Hall (lovingly restored from Police offices over the last 25 years by The Earl and Countess of Derby) and Knowsley Safari (Founded in 1971 by 18<sup>th</sup> Earl, uncle of the current owner). The gardens created from scratch by Lady Derby and the Knowsley Parks & Gardens team. Stanley Enterprise is a legal partnership between Lord Derby & their older son Edward Stanley. Secondly, The Stanley Estate and Stud Company which operates the landed side of the business including farmland, residential properties and Stanley Grange Business Village. Further afield in Newmarket near Cambridge, is Stanley House Stud and which is where the family's 'Mare in a Million' Ouija Board lived.

The walled Park covers over 2500 acres and has been in the continual ownership of the Stanley Family since 1385 and from that time the history of the family has been closely intertwined with the history of the country. If you delve into the family's history, you'll discover that Lord Stanley was created the 1st Earl on the battlefield of Bosworth by Henry VII, the 14th Earl was Prime Minister three times, the 15th Earl was Foreign Secretary and the 17th Earl was Secretary of State for War during the First World War the ambassador to Paris. William Shakespeare and Edward Lear both worked and wrote at Knowsley.

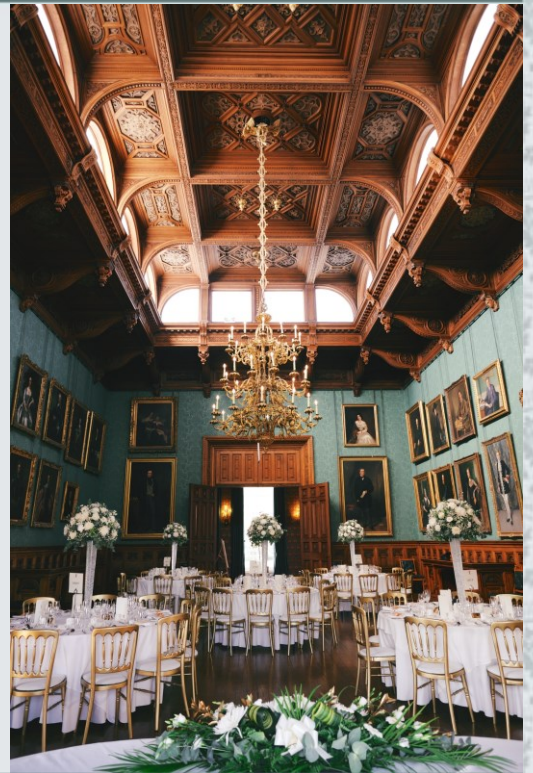
The beautiful park was landscaped with the advice of Lancelot 'Capability' Brown in the 1770's. The park was extended in the nineteenth century and is enclosed by a stone wall 9 ½ miles long. At times in its long history, the park has contained a racecourse and (reputedly) a gold-mine.

At The Knowsley Estate, we know that ultimately, it is our staff's commitment and hard work that will drive us forward. It is our vision to value and invest in our people to inspire them to channel their pride and passion in their work towards our goals. We are committed to the personal development of our staff where aspirations can be met and opportunities are available.

## SHORTLISTING

Candidates should ensure before they apply, that they have read through The Role and The Person thoroughly and that they meet the criteria outlined for this role as a minimum.

Due to the high volume of applications that we receive, we regret that we are only able to contact those applicants that have been shortlisted to interview. If you have not heard from us within one month of the closing date, please note that we have decided not to take your application any further any time.



## BENEFITS

- 33 days' annual leave (inclusive of bank holidays), increasing with service
- Access to a generous pension scheme
- Complimentary tickets to Knowsley Safari
- Free entry to affiliated zoo's and collections through BIAZA
- Discounts on a range of products and services offered by the Estate
- Estate Summer BBQ and Christmas Tea Party staff events
- Health Cash Plan to cover costs such dental and optical amongst others
- Employee Assistance Programme, counselling and support helpline to discuss any worries anonymously
- PERKS online discount scheme
- Thrive wellbeing app, full of tips and techniques to help you monitor and improve your health.
- Commitment to your personal development
- Cycle to Work scheme
- Celebration of Service awards
- Free car parking

# THE ROLE

J O B T I T L E	Grounds Operative
C O N T R A C T T Y P E	Temporary – 3 month contract
W O R K I N G H O U R S	Your normal working hours are to be worked 8:00am to 4:30pm, one day per week. You are entitled to take a 30-minute unpaid lunch break each day.
R E P O R T T O	Head of Parks and Gardens
S A L A R Y	£ 11.49 per hour

The following job description has been designed to give a clear definition of the role, but it is hoped that the employee will seek to develop the role to the best of their ability and that the role can be developed to make full use of their potential.

## Main Duties and Responsibilities

- To assist the team with new woodland creations, planting, guarding, fencing and weeding
- Working within the team, replace and maintain the Estate fencing.
- Maintain the Estate grounds in accordance with the Earl and Countess of Derby's requirements.
- To maintain the Estate's water courses and outlets.
- Control of invasive species including Knotweed, Ragwort and Himalayan Balsam.
- Undertake weed control throughout the estate using pedestrianised and motorised methods.
- Assist the Senior Horticulturist, when required, with the maintenance of the private garden, propagation house and Knowsley Hall ensuring the highest standards are kept.
- Mowing the estate lawns and verges using a variety of lawncare equipment.
- Use a variety of tractor mounted PTO driven machinery.
- To assist the team with log production using wood processor for the benefits of the Hall and Private house.
- Maintain and repair machinery and equipment when required.
- Pruning and cutting the Estate formal hedges and hedgerows
- Assisting and undertaking duties when required within other departments.

The list above is non-exhaustive and you will be expected to perform upon request from your supervisor(s) or Senior Management, any other task and/or duty that may be required for the smooth running and good of the Estate.

# THE PERSON

**Full training will be provided for the successful candidate, however the following skills, qualifications, and characteristics are desirable:**

- Full Driving license.
- Chainsaw Qualification, crosscutting and maintenance essential.
- Recognised Horticulture or Arboriculture qualification level 2 or above.
- Experience using a variety of ride on machines, Tractors and ATVs.
- A good knowledge and understanding of plant machinery, 2 and 4 stroke machines and their safe use and provision.
- PA1 and PA6.
- Tree felling.
- Telehandler experience.
- Always ensure good health and safety for self, colleagues, contractors or visitors.



# HOW TO APPLY

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Please send your CV to [recruitment@knowsley.com](mailto:recruitment@knowsley.com).

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**CLOSING DATE:** Midnight on Wednesday 24 April

**INTERVIEW DATE:** w/c 29 April 2024

**START DATE:** ASAP

