

Job Title: Assistant Manager & Expert Gardener

Company: RLM

Location: Within a 10-mile radius of Stockbridge

Salary: £36,000 (DOE)

Job Type: Full-time (38.5 hours + paid overtime at 20%)

Join Our Growing Team of Garden Professionals

RLM is an established and expanding garden management company, proudly serving a portfolio of beautiful private gardens across Hampshire and Wiltshire. As our client base grows, we're excited to welcome a skilled and experienced Assistant Manager to oversee our Winchester operations.

About the Role

You'll be responsible for the management of a dedicated team and a portfolio of gardens within the Winchester area. Your working week will require you to work hands on in the gardens for 4.5 days a week, progressing to 4 days a week. The 5th day will be used as an administrative day to oversee operations and maintain staff morale, improving systems, making purchases and liaising with both existing and potential new clients.

You'll work closely with the Business Owner and Main Manager and lead a small, skilled team. In turn you will be supported by both the Business Owner and Main Manager. Your portfolio will be cared for by yourself and a small team of up to 3 gardeners, currently 2.

If you're an expert horticulturist who takes pride in high-quality work and enjoys supporting and leading a team, we'd love to hear from you.

Key Responsibilities:

- Manage Winchester operations on behalf of the Business Owner
- Assist the Main Manager as required
- Improve systems, manage supplies, and liaise with current and prospective clients
- Maintain and enhance a varied portfolio of private gardens
- Support, lead, and motivate your team of gardeners
- Ensure all work is completed efficiently and to exceptional horticultural standards using professional techniques

What We're Looking For

Essential:

- Clean driving licence and use of your own vehicle. A company vehicle will be provided for you.
- Live within 15 miles of Winchester, Hampshire
- Level 2 (or higher) horticultural qualification
- Minimum 4 years of professional horticultural experience
- 1 year's management experience
- Expert knowledge of ornamental and native plants – you will be expected to identify 80% of plants and weeds in an ornamental garden, and more than 50% of plants in woodlands and meadows
- Expert pest and disease knowledge and control
- Significant experience with garden machinery (approximately 20% of the role involves machinery use)



- PA1 & PA6 spraying certifications - we are happy to fund training for the right candidate
- Proficient in Microsoft Excel and Google Sheets
- Strong work ethic, attention to detail, and a proactive mindset
- The ability to assess and determine the appropriate standard of work required
- Comfortable working both independently and as a part of a team

Desirable (but not essential):

- Level 3 (or higher) horticultural qualification
- Machinery operation tickets (hedge trimmer, pole saw, strimmer, mower, chainsaw)
- First Aid at Work certification
- Proficient in all Microsoft Office Programs

Perks:

- **Competitive salary** (£36,000, dependent on experience and hours)
- **Long-term job security** – (15+ years in business)
- **Overtime opportunities with incentives** - paid at an increased rate of at least +20%
- **Performance based bonuses**
- **Annual salary review** including appraisal and career progression road map
- **28 days annual leave** (including Bank Holidays)
- **Enhanced annual leave entitlement** - (29 days total after 2 years' service, increasing to 30 days after 5 years)
- **Company vehicle** provided for work-related travel
- **Company laptop and mobile phone**
- **Company uniform and waterproofs**
- **Opportunity to reduce hands-on hours and grow into a more strategic role**
- **Management team socials**
- **Seasonal social events** to celebrate and connect with the full team
- **Friendly and supportive team environment**
- **Flexible and understanding approach** to short-notice appointments or personal commitments - ideal for those with young families or busy lifestyles
- **Dog-friendly workplace** - well-behaved dogs are welcome on site

Please note: We are a non-smoking team.

Ready to Join Us?

If you're a knowledgeable and motivated horticultural professional who's ready to take the next step in your career - with the perfect balance of hands-on work and leadership - we'd love to hear from you.

Apply today and grow with us!

