



## Job description

Job title	Head Gardener, Tate Britain
Department	Tate Britain
Contract	Fixed term contract for 3 years
Salary	£52,000 per annum
Hours	Full time, 36 hours per week
Location	Tate Britain, Millbank, London
Reporting to	Director of Tate Britain

## Background

Tate's vision is to serve as artistically adventurous and culturally inclusive art museums for the UK and the world. We deliver this through activities in our four galleries across the UK (Tate Liverpool, Tate St Ives, Tate Britain and Tate Modern), our digital platforms and collaborations with our national and international partners. At the heart of Tate is our collection of art, which includes the national collection of British art from the 16th century to the present day, and international modern and contemporary art from 1900 to the present day, spanning all continents. We seek to expand access to the collection and deepen understanding of art in all its diversity.

Tate is a leading global institution, and we influence critical thinking about art practice. Tate is committed to maintaining free entry for audiences to our collections. We see access to art for everyone as a universal human right and we see our galleries as sites of creative learning. We want to champion the importance of making art and encourage people to explore the many ways in which art is created and develop their own creative potential.

We want to welcome audiences that better reflect the towns and cities in our nation and attract a diverse international public. Our reach is already powerful. We intend to increase its impact across society, with art that resonates around the world.

Everyone who works at Tate has a role to play in achieving these goals. We offer exciting work built around our love for art, and have a strong commitment to equality, diversity and inclusion, with the aim to have our workforce and audience as diverse as the communities we serve. And everything we do is only possible thanks to our fantastic colleagues, who really know their stuff, support each other and want to do the best for our audiences.

We hope you will consider joining our team.

You can find further information about Tate on our website: [www.tate.org.uk](http://www.tate.org.uk).

## About the role

The Clore Garden at Tate Britain will be a beautiful and biodiverse garden, situated across the front of the building facing the Thames, designed by Tom Stuart-Smith, funded by the Clore Duffield Foundation, and delivered in partnership with the Royal Horticultural Society. The garden will offer Tate Britain's audiences and our local communities an inspiring new green space for London. It will complement Tate Britain's artistic programmes and our audience activities within the gallery, and it will feature several sculptures from Tate's collection.

The role will be responsible for developing and overseeing the maintenance and management of the Clore Garden, ensuring the planting is appropriately cared for and always presented to the highest standard. To support the long-term success and evolution of the garden, you will work with Tom Stuart-Smith Studio to shape and refine the ongoing planting and care strategy to ensure that the planting and garden design continue to flourish and develop in the years to come.

## About your team

The Tate Britain Gardener will sit within the Tate Britain division, reporting to the Director of Tate Britain, and will also work closely with the Head of Estates, Visitor Experience and the Learning team. Appointment of this role will take place in advance of the Clore Garden opening to ensure that the postholder plays a central role to the planning and operations for this new space, working closely with Tom Stuart-Smith studio and the capital team on the final stages of the garden's delivery, including the showcase garden at Chelsea Flower Show in May 2026

## What you will gain

You will play a critical role as an advocate and ambassador for the Clore Garden, bringing the garden to life for our visitors and engaging audiences with ideas around art, nature, biodiversity and sustainability, and working closely with Tate's Visitor Experience, Learning and Events teams and our partners on the project: The Royal Horticultural Society.

You will have an exciting opportunity to design, establish and manage a new volunteer scheme specific to the care and enjoyment of the Clore Garden, which will build upon Tate's existing successful volunteer programme, who work in a range of front and back-of-house roles.

## What you will do (Main Duties and Responsibilities)

### Garden maintenance

- Lead the day-to-day horticultural management and practical maintenance of the garden, ensuring all areas and features; including borders, herbaceous planting, trees, shrubs, pathways and garden infrastructure are maintained to the highest standards.
- Collaborate with Tom Stuart-Smith studio at agreed, specific points to create and implement a planting maintenance plan to ensure the successful evolution of the garden, meeting annually to review.

- Ensure all garden furniture, fixtures, fittings, bins and visitor-facing elements are clean, safe and well maintained at all times, including in areas around the new Clore Garden Classroom.
- Develop, manage and deliver an annual garden management plan and budget monitoring performance, controlling costs and ensuring efficient cost control. Act as the primary operational point of contact for all contracted maintenance for the Clore Garden, liaising with Tate's Estates team and procuring contractors for small projects and maintenance operations as appropriate.
- Lead on all health and safety matters within the garden, ensuring safe working practices for staff, contractors, volunteers and the events teams. Advising on operational and safety considerations for public use and programming.
- Work in coordination with Tate Security, to maintain high standards of security in the garden.
- Liaise with curatorial and collection care and conservation teams to ensure that the installation, display and maintenance of artworks and sculptures are compatible with garden operations and horticultural best practice.
- Contribute to the development of Tate's Environmental Strategy, embedding sustainable practices, biodiversity enhancement and environmental responsibility into all aspects of garden management and programming.

### **Public Engagement and Leadership**

- Act as an ambassador and advocate for the Clore Garden for Tate visitors and hold conversations with visitors to the garden about planting, biodiversity, sustainability and the garden's role at Tate Britain.
- Work closely with Tate's Learning and Tours & Experiences team to advise on horticulture, sustainability and creativity themes supporting public events including tours, talks and workshops.
- Collaborate with Tate Interpretation to support clear, engaging plant and garden interpretation in line with Tate's tone of voice and interpretive guidelines.
- Represent Tate and the Clore Garden at relevant events, forums and professional networks building and maintaining productive partnerships
- Support Tate and RHS ambitions and existing programmes to engage with local groups to support sustainable open dialogue between Tate Britain, the RHS, our programmes and the local communities of Pimlico and Westminster.

### **RHS Partnership**

- Work collaboratively with the RHS and Tate Learning Curators when required, to advise and contribute to programming and activities for school groups and young people.
- Develop and maintain strong working relationships with the RHS, supporting appropriate involvement of RHS volunteers within the garden.

### **Volunteer Management**

- Establish, lead and develop an exemplary new garden-specific volunteering programme, in partnership with Tate's volunteers' team.
- Work closely with Tate's Volunteers team to ensure policies and Tate Guidelines are shared with volunteers and followed accordingly.
- Manage the volunteer rotas and create meaningful opportunities for volunteers to contribute to the care, development and interpretation of the garden.

- Develop and deliver an induction and ongoing training and support so that volunteers can carry out their role effectively and enhance their skills and experience
- Define appropriate standards of performance for volunteers and monitor and support them in achieving and maintaining these standards.
- Act as the lead supervisor and main point of contact for volunteers, fostering a safe, inclusive, and supportive environment.
- Ensure a safe and healthy environment for volunteers.

### Visitor Experience

- Work closely with Duty Managers and operational teams to ensure that garden management schemes align with Tate's wider visitor experience processes, including health and safety, security and incident response protocols.
- Ensure that all garden operations comply with Tate's Health and Safety policies and processes, proactively identifying and managing risks.

### What you will bring to the team

- Qualification to RHS level 3, or significant demonstratable practical experience to the equivalent or higher.
- Significant demonstratable experience of managing a garden that is open to the public.
- In depth knowledge of a range of horticultural techniques covering a wide range of plant types.
- Substantial experience managing, supervising and working effectively with external contractors.
- Competent and confident in the safe use and maintenance of garden equipment/machinery.
- Proven track record of managing and overseeing budgets, finances and projects.
- Extensive experience of working and managing volunteers and leading a team.
- Senior-level experience of planning, delivering and supporting public-facing activities and events within an outdoor or cultural setting.
- Experience of delivering learning, engagement or participation activities with schools and/or community groups.
- Strong knowledge of all Health & Safety and Compliance requirements relevant to garden management and horticulture
- Knowledge and understanding of environmental practices relevant to garden management
- Experience of working within and contributing to an organisational strategy
- Proven ability to work collaboratively as part of large and or complex organisation.
- Significant experience of Front of house working and public engagement
- Experience of Safeguarding
- A strong understanding of the principles of equity, diversity and inclusion and how to apply them to decision making in everything you do at work.

## Tate for all Diversity and Inclusion

Our jobs are like our galleries, open to all.

Our aim is to become a truly inclusive organisation with a workforce and audience as diverse as the communities we serve. This is fundamental to Tate's future success and our ability to continue to contribute to culture and society in the UK.

We want our workforce to be more representative of all sections of society at all levels in the organisation. The range of perspectives and experience diversity brings is an asset to our organisation and we want to create an inclusive, welcoming environment for visitors, artists and all those who work at Tate. Tate expects all employees to contribute to this aim as part of their role. More information about diversity and inclusion at Tate can be found on our [website](#).

## Our Values

- **Open:** we're welcoming, generous-spirited and inquisitive, with an open-source attitude that thrives on collaboration.
- **Bold:** we have the courage of our convictions, we're willing to take imaginative risks: we aren't afraid of failure - so long as we learn from it.
- **Rigorous:** we'll win people's trust if we're accountable for our actions and excellence underpins everything we do.
- **Kind:** we value and respect each other, our partners, and our visitors, striving to make every encounter memorable and enriching.

## Employee Benefits

- Birthdays off each year
- 25 days leave per year, rising to 27 (pro rata for part time colleagues).
- A pension scheme with generous employer contributions.
- Life Assurance and Income Protection for DC scheme members.
- Interest-free Season Ticket Loan.
- Cycle to Work scheme – enabling you to buy a bike in a tax efficient way, for travelling to and from work.
- Rental deposit scheme – an interest free advance to help towards the cost of a deposit for privately rented accommodation
- Discounts in the Tate Restaurants and Cafes.
- Access to Tate Benefits which offers access to discounts in high street stores.
- Access to a 24/7 Employee Assistance Programme to support you with any work, personal or family issues. This includes telephone-based support, as well as comprehensive online resources.
- Free entry to paying exhibitions at Tate Galleries. Opportunities for family and friends to visit the major exhibitions out-of-hours.
- Discounts on items purchased in the Tate shops.
- Free access to a number of other galleries and museums throughout the UK on production of a valid staff pass.
- Free access to other galleries and museums abroad through the International Council of Museums (ICOM) membership

## Safer Recruitment

Tate is committed to providing a safe environment for all those who work at Tate and all those who come into contact with Tate as visitors to the galleries, as participants in Tate activities, and online. The safe recruitment of all those who undertake work on behalf of Tate is the first step to ensuring that we are fulfilling this commitment.

All positions at Tate are offered subject to the following conditions:

- Receipt of satisfactory references covering the last 3 years of your employment or education.
- Health clearance
- A satisfactory Disclosure Check.
- Proof that you are legally entitled to work in the UK

You can find out more information about our pre-employment checks and what they mean for you in our 'Guidance Notes for Applicants' document.

## How to apply

Our opportunities are open for you to apply online. Please visit:

[www.tate.org.uk/about/workingattate/](http://www.tate.org.uk/about/workingattate/) to create an account by registering your details or, if you are an existing user, log into your account.

For all opportunities we ask candidates to complete an online application form for the vacancy they are interested in. If you need an application form in an alternative format please call us on 020 7887 4997. Once you have submitted your application you can keep track of its progress by logging into your account.

The closing date for the submission of completed application forms is 30 January 2026 by midnight.

Where vacancies attract large volumes of applicants, we reserve the right to close this vacancy early. Therefore, if you are interested, please try to submit your application as early as possible.

