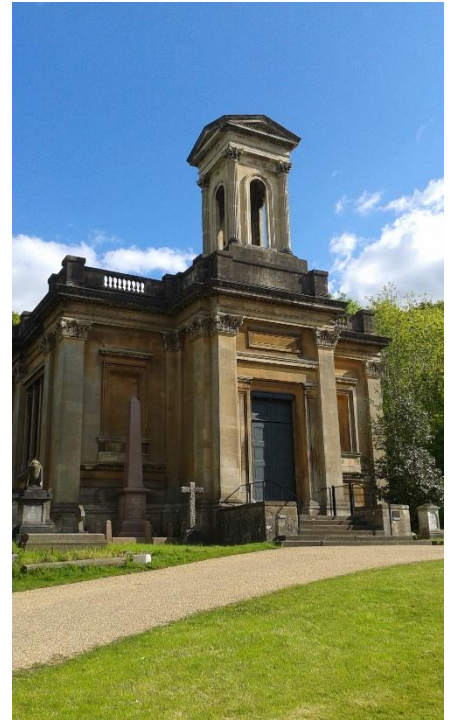


## Landscape Manager

<b>Location:</b>	Arnos Vale Cemetery
<b>Department:</b>	Landscape
<b>Report to:</b>	CEO
<b>Responsible for:</b>	Volunteer Landscape Officer Landscape Volunteers
<b>Salary:</b>	£28,000-£30,000 per annum pro rata
<b>Contract:</b>	Permanent
<b>Working hours:</b>	30 hours per week, working alternative Saturdays. Working outside of normal hours, including travel, may be required.



The Anglican Chapel  
©Arnos Vale Cemetery trust

## About Arnos Vale Cemetery



Primroses on the long path  
©Liz Johnson

Arnos Vale is a Victorian Garden Cemetery in the heart of Bristol. We're a special place, where communities come together. Our job is to ensure that Arnos Vale can be enjoyed now and saved for future generations, as a place of heritage, tranquillity, wellbeing, and wildlife.

We are a 45 acre green space in the heart of Bristol, founded 188 years ago. More than 300,000 people are buried or remembered here. Our heritage is nationally recognised with our chapels, lodges and numerous monuments are Grade II\* Listed and our landscape listed as a Registered Park and Garden on the Historic England register. The cemetery is also a Site of Nature Conservation Interest (SNCI).

## Vision and mission

Our vision is that Arnos Vale Cemetery evolves, staying relevant for Bristol's communities.

Our mission is to share and enhance this special space for all.



Landscape Team with our 2024 Green Flag Award  
©Arnos Vale Cemetery Trust

## Values

<b>Compassion</b>	We are kind, sensitive and understand that grief is unique for everyone. We lead with kindness in every interaction, no matter the reason for visiting, to create trust within the team, visitors and partners.
<b>Community</b>	We believe in the importance of communities and strive to improve access for all. We are professional in our approach and celebrate achievements, innovative engagement and meaningful relationships.
<b>Conservation</b>	Looking after Arnos Vale is core to our charity objectives. We appreciate and conserve heritage and nature equally, balancing our conservation management.
<b>Collaboration</b>	We work together embracing diverse perspectives and backgrounds. We are well organised, demonstrating integrity and accountability. The way in which we work with one another is of equal importance to the work itself.

## About the role

We have a unique model of operation - while still a working cemetery, we balance visitor access with nature and heritage, inspiring people through our public engagement programme. To support our charitable objectives, we run income-generating events for visitors, operate an in-house café, shop, offer venue hire and weddings. The cemetery is a 45-acre urban green space; a unique and fascinating place for the community and visitors to explore and enjoy nature and history. You'll be responsible for the management of Arnos Vale's diverse landscape, ensuring that visitor access and nature are in balance. You'll do this using our Landscape Management Plan, keeping it updated and forming annual work plans.

We depend on and value the contributions of our landscape volunteers to deliver so much of the work that we do, therefore a strong, visible leadership is essential. You'll share leading the volunteer sessions, sharing your passion and knowledge with a diverse group of individuals.

As our Landscape Manager, you'll have extensive knowledge of habitat conservation and ecology, a wide range of practical skills and a passion for engaging with our community to help manage the site to increase biodiversity.

We are a small charity and supporting other departments is part of the role so you'll be flexible and adaptable. This ranges from preparing cremation interments, helping with Christmas trees, to leading meetings. This is a busy role, so you'll need to be enthusiastic and proactive with a positive approach.

## **Role specific responsibilities**

### **Leadership**

- Be an active part of the senior leadership team, creating a positive working environment and engage others in the charity's values
- Develop confidence and capability in your team (both staff and volunteers), enabling them to be high performing (recruit, induct, train, develop and coach)
- Foster a culture of collaboration to ensure you and your team members (staff and volunteers) are positive, flexible, supportive of your team and other departments and resilient through a period of change.
- Be responsive to volunteer needs, understand and respect their motivations, and support and develop them to give their best as we work together

### **Managing risk**

- Maintain risk assessments that cover everything that we do
- Ensure risks and hazards are clearly communicated and mitigation methods (e.g. PPE, etc.) are recorded in risk assessments and adhered to by the landscape team.
- Monitor and respond to pest and disease threats (such as box tree moth, ash dieback)
- Work collaboratively with the wider team enabling safe access to the public
- Understand and assess the potential impact of site activities on UK and European protected species, ensuring legal compliance
- Ensure that you and your team stay up to date with relevant training and certifications
- You will identify and manage risks to the business over the short and medium term, taking responsibility of your, and your teams, actions to ensure we are safe, and compliant with relevant legislation
- Ensure contracts are in place with clients and suppliers
- Follow security procedures to ensure that the building and the site are properly secure and safe

### **Financial**

- Work with your team to plan spend, find best value for money, raise awareness of financial risk and identify future needs of the cemetery
- Working with the Fundraising Manager to provide information for grant applications and support gifts in Wills events

### **Operations**

- Deliver the Landscape Management Plan, reviewing the document every three years
- Setting clear expectations to the team regarding presentation standards and ensuring the team have a clear and concise approach
- Developing sustainable practices such as reducing the use of plastics in the cemetery
- Prioritise work across infrastructure such as paths, walls, drainage, benches and steps.
- Ensure that regular maintenance of all tools, plant and equipment happens
- Support the Cemetery Services Manager with the preparation of ashes interments and other activities
- Process [wood](#) from ash dieback works to sell in the shop, adhering to the Ready to Burn scheme

### **Providing a great visitor experience**

- Work with the Marketing and Communications Officer to communicate seasonal interest in the cemetery
- Deliver excellent customer service, handling enquiries and resolving issues quickly and effectively.

# What we're looking from for you

## Essential

- Qualified and experienced in chainsaw use: NPTC 201 (formerly CS30) and NPTC 202 (formerly CS31)
- A clear passion for, and experience of nature conservation and biodiversity, and a commitment to sharing this with our community and volunteers
- Experience of working with and supervising volunteers
- A range of practical landscape maintenance and nature conservation skills in a physically demanding role
- Experienced in using outdoor machinery – strimmer, hedge-trimmer
- Great people and motivational experience, able to communicate well with a wide range of people
- Good time management and organisational skills
- Self-motivated, pro-active, able to work unsupervised as well as part of a team, following and implementing instructions
- Good IT skills
- Interest in gaining vocational qualifications and training
- Comfortable working in a cemetery
- Full UK driving licence

## Desirable

- Qualified and experienced in Use of Chainsaw from a rope and harness (CS39) and Dismantling and Rigging (NPTC CS41).
- Experience as a volunteer in the nature conservation sector
- Knowledge of ash dieback disease
- Knowledge of ecological monitoring techniques
- Skilled in maintaining tools and equipment
- Current First Aid qualification

## The Benefits

We offer all our employees a wide range of benefits including:

- A contributory pension scheme
- 25 days annual leave plus Bank Holidays pro rata (increasing year on year after 5 years' service up to 30 days)
- Opportunities for learning and development
- Confidential advice & counselling through the Employee Support Programme
- Workspace within walking distance of Bristol train station, free onsite parking
- 10% discount in the Arnos Vale shop and café
- Social events
- Free tours of the site and a whole lot more!



The Arnos Vale green work truck on a path  
©Arnos Vale Cemetery Trust



## Application process

Please send us your CV, a covering letter (no more than two pages) or a 3 minute video explaining your suitability for the role. Also complete the Arnos Vale Cemetery Trust Equality and Diversity monitoring form and send all of these to [Ann.Fiddler@arnosvale.org.uk](mailto:Ann.Fiddler@arnosvale.org.uk)

If you'd like more information, please email Ann on [Ann.Fiddler@arnosvale.org.uk](mailto:Ann.Fiddler@arnosvale.org.uk) to arrange a call.

Deadline for applications: Sunday 5<sup>th</sup> October 2025

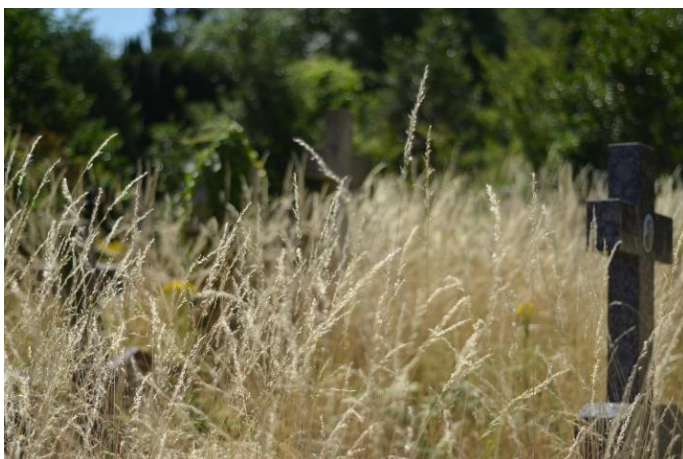
## Interview

Interview date: Monday 13<sup>th</sup> October 2025  
At Arnos Vale Cemetery, Bath Road, BS4 3EW

## Recruitment policy

Arnos Vale is an Equal Opportunities employer and actively encourage applications from all backgrounds and communities. We recommended reading the job description and person specification thoroughly and describe exactly how you meet the requirements as this is the basis on which candidates will be shortlisted for interview.

We will make reasonable adjustments to the recruitment process if you have a disability or long-term health condition, or if you need something different or additional as part of the recruitment process. Please do let us know if this applies to you, or if you need this document in a different format.



Long grass in the cemetery before the meadow cut  
©Arnos Vale Cemetery Trust