



Comhairle Cathrach Chorcaí
Cork City Council

Job Specification

Assistant Gardener

Parks & Recreation Department

Cork City Council

Closing Date:

4pm, Tuesday 18th November 2025

To be read in conjunction with

[Our Candidate Information Booklet](#)

Assistant Gardener – Parks & Recreation Department

BACKGROUND

Located on Ireland's scenic south coast, Cork City is the country's second-largest urban centre and home to over 224,000 people. Since the 2019 boundary extension, Cork has entered a new phase of ambitious growth and development, with its population projected to reach 335,000 by 2040. Backed by over €2.5 billion in investment, this expansion is focused on sustainable, infrastructure-led growth-enhancing housing, transport, public amenities and cultural services across the city.

Cork City Council is a large urban local authority with 1,675 employees operating across more than 40 locations. The Council is made up of 31 elected members who represent five wards across the city and play a vital role in shaping local policy, decision-making and strategic priorities. The Council has an annual revenue budget of approximately €325 million for 2025 and delivers a broad range of public services including housing, planning, transport, libraries, parks and recreation, community development, culture and placemaking. Internal services include Finance, ICT, Human Resources, Legal Affairs, and Corporate Affairs.

Our work is guided by the Corporate Plan 2024 – 2029, which sets out a clear vision and values for Cork's future – placing sustainability, innovation, service excellence, and community wellbeing at the heart of everything we do. Cork's international recognition as a UNESCO Learning City, a WHO Healthy City and one of the EU's Climate-Neutral and Smart Cities reflects the city's ambition and global outlook.

Cork City Council is committed to delivering high-quality public services by working collaboratively with strategic partners, businesses, communities and neighbourhoods. Together, we are shaping a city that continues to thrive as a vibrant place to live, study, visit, and work.

We are now seeking applications from individuals who are passionate about public service and eager to contribute to Cork's ongoing transformation. If you bring relevant experience, a commitment to service excellence, and a forward-thinking approach to innovation and customer focus – we want to hear from you. Our people are committed to our values of public service, integrity, respect, a people centred approach, responsibility, and ambition. The successful candidate will have the opportunity to play a meaningful role in shaping the city's future, driving impact and supporting Cork's continued growth and success.

The Corporate Plan can be viewed here: [Cork City Council Corporate Plan 2024–2029](#)

Vision, Mission, & Values

Our Vision

Make Cork City Better

Our Values

Public Service

Provide high quality services and address peoples' needs in a manner that is both inclusive and equitable.



Integrity

We act honestly, openly and fairly in all our dealings.



Respect

We treat all people with respect



People Centred

We engage with people in a fair, courteous and timely manner. We strive for continuous improvement.



Responsible

We are accountable and transparent and act responsibly in our dealings and decision making.



Ambitious

We work to attract investment to the City



Our Mission

People – A City of Welcomes where a Public Service ethos is at the core of how we do business.

Place – An Ambitious, Vibrant, and Sustainable City ready for the future while continuing to deliver high quality services every day.

Prosperity – A Vibrant City of Neighbourhoods, Communities and Businesses working together to deliver on our economic and cultural potential.



THE ROLE

Reporting to the Assistant General Foreperson or Executive Parks & Landscape Officer and/or Senior Parks and Landscape Officer and/or appropriate officer the Assistant Gardener is responsible for supporting the maintenance and development of Cork City's parks, gardens, and open spaces. The role involves executing horticultural tasks, ensuring high standards of presentation, and contributing to the city's environmental and biodiversity goals.

The successful candidate will work both independently and as part of a team, demonstrating initiative, pride in their work, and a commitment to Cork City Council's values of sustainability, inclusivity, and public service excellence.

DUTIES

The Assistant Gardener shall arrange under the direction of the Assistant General Foreperson or their appointed representative, the efficient execution of all works in their area of charge and discharge all other duties related to their work including the following:

- To develop, co-ordinate and implement the parks, open/green space planting, maintenance and development programme,
- Maintain high levels of presentation in public parks, gardens and open spaces,
- Planting and weeding flower beds and borders,
- Planting & pruning trees and shrubs,
- Checking the health of plants by identifying any pests or diseases and controlling them,
- Applying nutrients to plants and watering containers,
- Responsibility for cleaning and maintaining tools, machinery and equipment,
- Apply plant knowledge,
- Use all new technology and machinery as required,
- Comply with all Health and Safety requirements as required,
- Document & maintain tasks in accordance with Cork City Council Health & Safety Management System,
- Undertake any training as may be decided upon by the local authority from time to time,
- Any other duties which may be assigned from time to time.

The above duties are not intended to be a comprehensive list of all responsibilities involved. Accordingly, the post holder may be required to perform other duties appropriate to the post, as may be assigned from time to time, and to contribute to the ongoing development and evolution of the role while in office.

QUALIFICATIONS FOR THE POST

1. **Character**

Candidates shall be of good character.

2. **Health**

Candidates shall be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

3. **Education, Experience, etc.**

Each candidate must on the latest date for receipt of completed application forms:

- (a) Hold at a minimum, a recognised qualification in Horticulture (QQI Level 5 in the National Framework of Qualifications), or equivalent qualification in Horticulture.
- (b) Have at least one year's post qualification horticultural experience , relevant to working in gardens and parks.
- (c) Have experience in planning, planting and maintaining greens spaces and/or have a demonstrable aptitude for this type of work.
- (d) Have experience in the care and use of tools, machines and appliances used in the maintenance of parks, gardens and open spaces.
- (e) Have had satisfactory experience of organising and setting out work.
- (f) Have a reasonable knowledge and awareness of Health and Safety Legislation and Regulations.

4. **Drivers Licence**

Holders of the office may be required to drive a car in the course of their duties and therefore are required to hold a full driving licence for class B vehicles free from disqualifications.

Should you be disqualified from driving you may be subject to an appropriate sanction which may include demotion/suspension or other disciplinary action.

Desirable Skills

It is desirable that candidates should be able to demonstrate a strong ability in the following areas:

- Have satisfactory knowledge and a keen interest in horticulture, relevant to public open spaces, gardens and parks.
- Have good communication skills and have the ability to engage with a wide range of people.
- Have good organisational skills.
- Have the ability to work as part of a team.
- Have the ability to organise their own work and work schedule in an efficient manner.
- Be capable of working on their own initiative, in an independent environment and without constant supervision.
- Demonstrate a willingness and ability to stay up-to-date and adapt to current developments within the sector; such as the protection and enhancement of biodiversity and the implementation of nature-based solutions in relation to climate change adaptation.
- Hold a current Safe-Pass card.
- Delivering Quality Work and Services, Communicating Effectively, Personal Effectiveness (see competency framework below)

Competency Framework

Candidates are expected to be able to demonstrate in their application and at interview (should they be called) that they possess these competencies through the experience and skills they have gained to date.

Delivering Quality Work and Services

Implements high standards of service delivery. Abides by the laws, regulations and policies and procedures affecting your employment and the discharge of your duties.

- Undertakes training as required to continuously improve quality work output.
- Makes best use of time to complete allocated tasks.
- Participates actively in the development of team pride in providing an excellent service.
- Ability to plan, organise and schedule work/tasks to ensure they are completed on time and to specification.

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- Ability to work on own initiative and unsupervised and maintain a positive, constructive, and enthusiastic attitude to their role.
- Makes timely and reasoned decisions or recommendations, within their area of operation, in a consistent, fair, and transparent manner.
- Is responsible for the proper use, care, custody and maintenance of all Council equipment, plant, supplies and materials.

Communicating Effectively

Recognises the value of and requirement to communicate effectively.
Has effective verbal and written communication skills. Has good interpersonal skills.

- Good communicator with the ability to develop and maintain good working relationships.
- Ability to give and receive information accurately and clearly and ability to take instruction.
- Demonstrates good written and verbal skills when required and has good interpersonal skills.
- Strong ability to deal with the public.
- Identifies and manages conflict and potential sources of conflict.

Personal Effectiveness

Adopts a positive attitude to work; is enthusiastic and open to taking on new challenges or responsibilities.

- Be open to taking on new challenges or responsibilities.
- Bring enthusiasm and commitment to their role.
- Manage time and workload effectively.
- Demonstrate good judgement and problem-solving skills.
- Demonstrate ability to work under pressure.
- Have a strong team ethic of co-operation and mutual support.
- Operate as a team leader.

Remuneration

Remuneration for the position of Assistant Gardener Parks & Recreation Department is –

€772.24 - €775.89 - €779.45 - €781.48 - €783.57 - €785.57 - €787.57 - €789.64 –
€791.78 - €794.02 - €794.02 - €794.02 - €794.02 (Max)

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In accordance with Departmental Circular Letter EL 02/2011, a person who is not a serving local authority employee on or after 1st January 2011 will enter the scale at the minimum point.

Hours of Duty

- The standard working week is 39 hours per week. The role may, on occasion, require evening or weekend work.
- Holders of the post may be required to attend for duty at any time, in accordance with arrangements made by the local authority. The Council reserves the right to alter hours of work from time to time.
- All hours worked will be subject to the provisions of the Organisation of Working Time Act, 1997 and the Organisation of Working Time (Regulations) Act, 2001.

Garda Vetting

This post may come within the scope of the Local Authorities Garda Vetting Scheme. Further information is available in our [Candidate Information Booklet](#), which provides details on vetting requirements, the format of the competition, the principal conditions of service, and data protection under the General Data Protection Regulation (GDPR).

Equality, Diversity & Inclusion

Cork City Council is an equal opportunities employer. We welcome and encourage applications from suitably qualified candidates, regardless of gender, age, civil or family status, sexual orientation, gender identity, disability, race, ethnic origin, membership of the Traveller community, religion, or belief.

Closing Date

The deadline for receipt of applications is **4:00pm Tuesday 18th November 2025**