



Royal Botanic Gardens
Kew

Director of Gardens

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Saxton Bampfylde

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Welcome from the Director

The Royal Botanic Gardens, Kew is a globally recognised resource for plant and fungal knowledge, a scientific research institute, the world's leading botanic garden, a major visitor attraction and a UNESCO World Heritage Site, internationally respected for our outstanding collections of plants & fungi.

In 2021, we published our ambitious Manifesto for Change, outlining our strategic priorities to 2030 to tackle the twin global challenges of climate change and biodiversity loss. Our mission is to understand and protect plants and fungi for the well-being of people and the future of all life on earth. I believe this is the critical decade for the environment and thus, for RBG Kew. This role is a unique, important and exciting opportunity to make a big difference. Never in Kew's 265-year history has our work been more relevant or urgent.

Kew is also a beautiful and stimulating place to work with a vocational, ambitious culture. We strive for excellence in all that we do. We employ committed and talented people who are working to achieve Kew's mission.

The Director of Gardens is a critical senior role. You will be responsible for our two gardens (Kew Gardens and Wakehurst), our extensive living collections, our horticultural training and our learning and participation programmes. You will deliver some tremendously important capital programmes including the restoration of the iconic Palm House and the construction of our new Learning Centre.

Richard Barley leaves a tremendous legacy including the restoration of the Temperate House and a series of outstanding enhancements to the landscape that include the Broad Walk Borders, the Evolution Garden and Children's Garden. Inevitably, we are ambitious; there is much still to do.

I hope you will build on his legacy and bring your vision, ambition and leadership to the role. We want to further raise horticultural standards and creativity; to expand and enrich our horticultural education and to continue to develop our Living Collections.

If you love to work collaboratively with diverse and ambitious colleagues, if you thrive in complex organisations, are restless to drive change and are excited by innovation and novel commercial opportunities, then we would love to hear from you.

An experienced and respected horticultural leader, you may today be working in a related sector such as the environment, landscaping or heritage, with strategic vision, a strong track record in delivering change and innovation, and a desire to be part of the senior team that shapes and delivers Kew's strategy for the 21st century.



Richard Deverell
Director

About Royal Botanic Gardens, Kew

The Royal Botanic Gardens, Kew (RBG Kew) is a world-famous scientific organisation, internationally respected for its outstanding collections as well as its scientific expertise in plant and fungal diversity, conservation and sustainable development in the UK and around the world.

It has two main sites: Kew Gardens in south-west London – a major international and a top London visitor attraction which was made a UNESCO World Heritage Site in July 2003 and celebrated its 260th anniversary in 2019; and Wakehurst, Kew's wild botanic garden in West Sussex, home to Kew's Millennium Seed Bank, the largest wild plant seed bank in the world, as well as over 500 acres of designed landscapes, wild woodlands, ornamental gardens and a nature reserve. Combined, Kew Gardens' 132 hectares of landscaped gardens, and Wakehurst's 535-acre site, attracts over 2.5 million visitors every year.

The Kew Madagascar Conservation Centre is Kew's only overseas office and third research centre.

Across Kew, Wakehurst, and the Centre in Madagascar, there are c1,400 staff.

Under the provisions of the National Heritage Act 1983, Kew is overseen by a Board of Trustees with general functions relating to the science of plants and is an Arm's Length Body sponsored by Department for the Environment, Food and Rural Affairs (Defra). Kew receives approximately one third of its funding from Government through Defra and research councils. Further funding needed to support RBG Kew's vital work comes from donors, membership and commercial activity including ticket sales, events, and licencing.

<https://www.kew.org/>



Kew's Manifesto for Change 2021-2030

Kew's ultimate goal is to step up to help to end the extinction crisis and contribute to creating a world where nature is protected, valued by all and managed sustainably. In the wake of a global pandemic, and with the future of the planet in peril, the strategy represents a public commitment by RBG Kew to do everything in its power to reverse the environmental devastation of biodiversity loss and climate change.

To deliver this mission, [Kew's Manifesto for Change 2021-2030](#) centres around five key priorities for the coming decade. These commitments are based on how RBG Kew believes it can best deploy its expertise and other assets, including Wakehurst, its wild botanic garden in Sussex, to make a distinctive and substantial contribution to solving these global challenges. We have a sixth internal priority to ensure that we have the people, financial health and infrastructure to deliver our Manifesto priorities.

1. Deliver science-based knowledge and solutions to protect biodiversity and use natural resources sustainably.
2. Inspire people to protect the natural world.
3. Train the next generation of experts.
4. Extend our reach.
5. Influence national and international opinion and policy.



Kew's Living Collections Strategy

The Living Collections are the foundation of our two botanic gardens, Kew and Wakehurst. They are the most diverse collections of any botanic garden in the world. Part of our role is to identify, label and interpret these plants, giving our visitors an understanding of their vital scientific and cultural significance.

We have been developing these collections since the late 1700s. Today, we hold over 68,000 accessions (one or more living plant specimens that come from the same initial source) of over 27,000 taxa. Some of these plants are extinct in the wild. Others represent threatened floras from different habitats around the world.

There are plants useful to humankind, and plants that make both botanic gardens a sensory feast for our visitors to enjoy.

Our scientists and horticulturists work with partners around the world to use the Living Collections for cutting-edge research and conservation to combat some of humanity's most pressing issues.

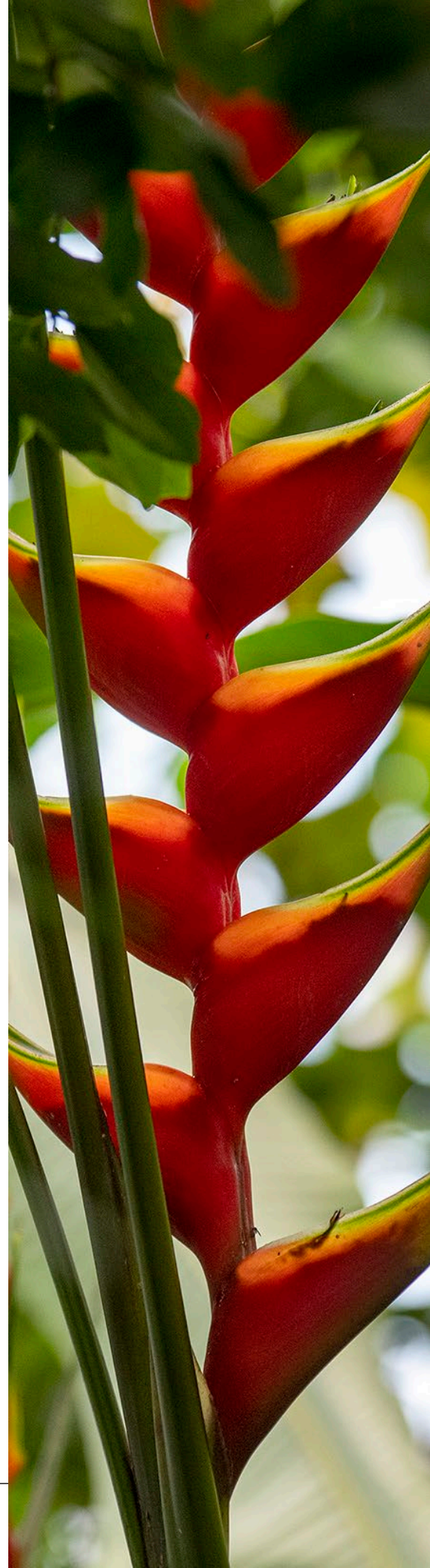
They form the basis of our training and education programmes, as well as being a resource for many events at both sites.


Our vision is for these collections to be taxonomically, geographically and genetically diverse, useful for science and conservation, and for showcasing the wonder of plants.

For the first time in our history, we have established a formal strategy giving us a framework to manage and develop the Living Collections, integrating them even more closely with our mission and scientific priorities.

We work hard to make sure that the displays continue to inspire a lifelong appreciation of plants.

[The Living Collections Strategy](#)





**Our mission is to
understand and protect
plants and fungi for the
well-being of people
and the future of all
life on the earth.**



The role

The Director of Gardens will deliver Kew's mission by providing strategic and confident leadership and vision covering all aspects of horticulture, responsibility and management of our Living Collections – a vital global resource with approximately 16,000 species, probably the most diverse living collection in the world – landscape design, horticultural education and learning and participation. The role is also responsible for some high-profile capital projects across Kew Gardens and Wakehurst and is a key member of the Executive Board.

Kew is globally recognised as a centre of horticultural excellence and this role has an important external function in terms of representing and celebrating the work at Kew to which the horticultural profession worldwide aspires. Kew's two gardens – Kew Gardens and Wakehurst – are critical to our overall success as the home for our Living Collections and as the source of most of our visitor-related income. They enable us to engage our 2.5m annual visitors with the importance of plants in sustaining all life on earth. This role is critical to ensuring both gardens deliver world-class standards of botanical horticulture and a consistently excellent visitor experience.

Reporting to the Director of Kew, the Director of Gardens will work collaboratively with senior colleagues across all directorates of Kew, in support of the delivery of key priorities as outlined in its Manifesto for Change 2021-2030, supported by a number strategies and plans including Living Collections Strategy, Sustainability Strategy, Science Strategy, People and Culture, EDI and Estates etc.

The Director of Gardens has 6 direct reports and a Directorate of c420 in total (c295 FTE), with a leadership remit for teams across both the Kew and Wakehurst sites. They will, on occasion, act as Duty Director, and will liaise with and provide reports to Trustees on a variety of topics and initiatives, seeking agreement and support where needed.

Accountabilities

- Strategic direction and management of operational matters within the Gardens Directorate, setting direction, managing delivery, issue resolution etc:
 - Lead horticultural teams ensuring consistently excellent standards of horticulture and presentation at both Kew Gardens and Wakehurst, driving change, ensuring that our culture and behaviours reflect our values, and people have the right skills, capability and resources to meet the changing needs of the organisation;
 - Ensure the delivery of key elements of Kew's Living Collection Strategy, particularly relating to the development, diversification and conservation of the Living Collections at both sites; and the continued improvement and utilisation of the living plant database; build stronger collaboration in support of Kew's Science Strategy;
 - Lead and direct Kew's Learning and Participation programmes; oversee continued growth of the Schools Education and Outreach programmes with a focus on building access for under-represented communities and volunteering;
 - Oversee the Kew School of Horticulture's courses and development pathways, including for underrepresented groups. Implement the outcomes of the School of Horticulture review, raising the impact and ambition of its educational offer;
 - Oversee the operation of Kew's Quarantine facility and ensure that biosecurity risks are appropriately managed;
 - Act as Safeguarding Lead for Kew site as guided by the Safeguarding policy and
 - protocols;
 - Ensure that the Gardens directorate's Health and Safety risks are appropriately assessed and managed, oversee the planning and delivery of relevant H&S training programmes.
- Corporate contribution to governance, decision making and leadership as a member of Kew's Executive Board and by representing Kew on relevant external committees and organisations; build stakeholder support and promote Kew's objectives and mission.
- Play a key role in Kew's fundraising campaigns and initiatives, building support from funders through provision of inspiring presentations and site tours.
- Support and encourage innovation and commercial opportunities.
- Role model our values, which represent the culture we want to live and how we work together, ensuring staff are motivated and work collaboratively.
- Lead multidisciplinary teams through the planning and implementation of major capital programmes and garden landscape development projects; provide leadership and oversight for the Wakehurst site development plans.
- Deliver effective financial management, value for money and efficiency.

Management of Resources

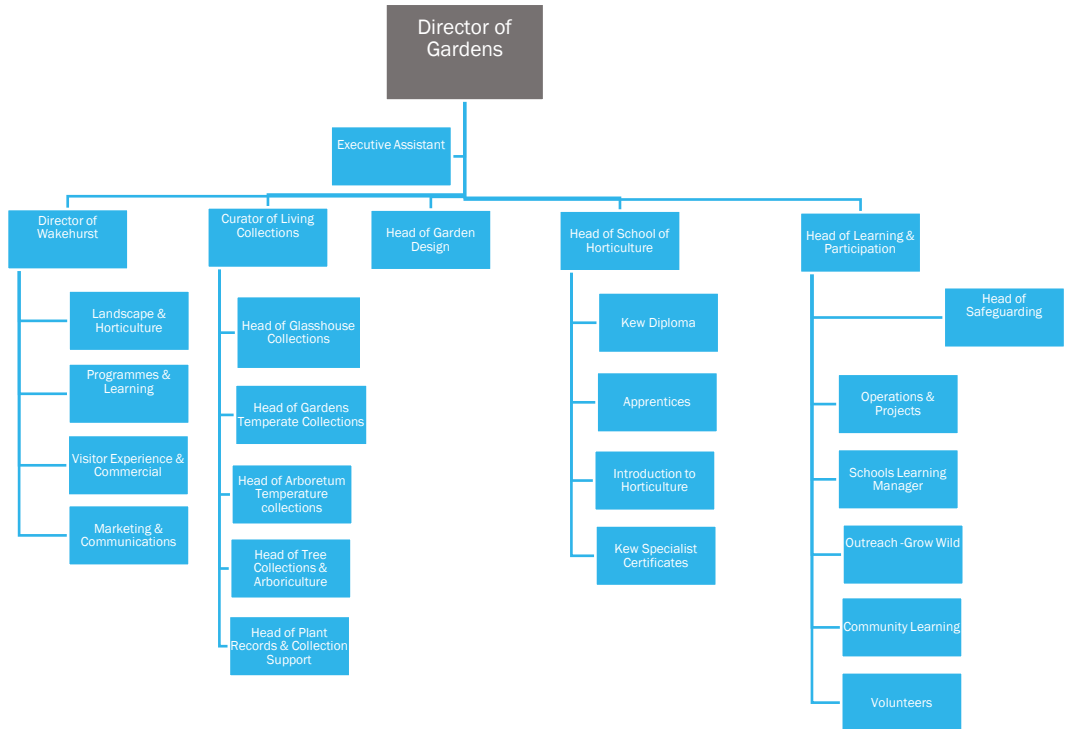
Financial Responsibilities:

1. Oversight of Gardens directorate's budgets (approx. £11.5m Kew; Wakehurst £4.5m);
2. Direction and management of major capital programme budgets (eg. Palm House restoration – c.£50m, and the Learning Centre – c.£12m);
3. Delegated expenditure approval to £250K per item.

Management of People

1. Day-to-day leadership of senior team of six direct reports
2. Indirect leadership of teams totalling around 420 staff (295 full time equivalent) and approx. 700 volunteers;
3. Direct management of development project managers or leads.

Gardens Directorate







Person specification

Education and experience

Essential

- Degree-level or post-graduate qualification in Horticulture or closely allied field of study
- Extensive experience in the strategic management of large teams in a major botanic garden or similar organisation at a senior level
- Extensive experience as a confident and capable leader and delivering change in a complex organisation
- Experience in the successful delivery of major capital projects
- Demonstrated ability to develop and effectively manage operating budgets to achieve desired outcomes
- Experience in the development and delivery of strategic plans.

Desirable

- Knowledge and experience of managing highly-visited heritage living landscapes.
- Knowledge of a diverse range of the world's flora and their growing environments.
- Knowledge of artificial growing environments (glasshouses, nurseries etc) for diverse plant collections and their effective management.
- Experience in presenting to media including live interviews on potentially contentious current topics.

Skills and abilities

Essential

- Well-developed understanding of the role and aims of modern botanic gardens particularly relating to living collections and conservation of global biodiversity
- Experience in overseeing the planning and delivery of educational programmes including outreach activities.
- Ability to build relationships and lead a diverse team to deliver priority outcomes.
- Confident and compelling personal, verbal and written communication style.
- Experience in fundraising for projects or development programmes

Desirable

- Understanding of safeguarding requirements for public organisations
- Knowledge of biosecurity, plant health and associated sustainable management practices.



P. edulis Linn.
1807, March

HERR J. GAY.
and by Dr. Hooker, February 1868.

Salix in *arabica* Linn.
edulis Linn.
alba Linn.

By the Rev. William F. Smith for Linnæus
1753, September 1753.

Terms of Appointment

This role is based at Kew Gardens, with occasional travel to Wakehurst.

Base salary

The salary range for this role is £130,000 - £135,000 pa.

Work-life balance

- Generous annual leave entitlement – 30 days excluding bank holidays for full time colleagues,
- rising to a maximum of 33 days after 5 years' service.
- Generous and comprehensive policies for employees with family and caring responsibilities.

Pension Benefits

RBG Kew offer a Group Personal Pension Scheme through Royal London, with a generous employer contribution of 8% of salary. There is no minimum employee contribution however if you do decide to contribute, Kew will match your contribution up to a further 2%, making the total possible employer contribution 10%. Life insurance is also provided.

Employee wellbeing

- An opportunity to join Civil Service Sports Club (CSSC), a not-for-profit organisation aimed at public sector workers positively promoting health and well-being in the workplace.
- Staff Inclusion Networks: LGBTKew, Gender@Kew, Faith@Kew, Health and Wellbeing, Race and Ethnicity (REN), Disability and Neurodiversity (DANN), Menopause@Kew, Newly Immigrated and Families@Kew are open to all colleagues.
- Staff recognition schemes
- Employee Assistance Programme

Access to our flexible online benefits portal - Kew Rewards

Which allows you to review and select a number of flexible benefits to suit your lifestyle. Choose to take up discounted Dental Insurance, a Health Cash Plan which provides cashback on a range of healthcare services, a discounted gym membership through our Gymflex scheme, spread the cost of home or technology purchases, and more. Through the website you can also access discounts and offers at hundreds of different retailers, cinemas, attractions, high street shops and supermarkets.

Staff Offers at Kew

Free admission to the Gardens at Kew and Wakehurst for you, plus up to two accompanying adults and two children. Reduced price membership offer for staff after one year of service.

50% staff catering discount across our onsite restaurants and 20% discount in the Kew and Wakehurst shops, and Kew's online shop.

National museums, galleries and gardens that have reciprocal access agreements with Kew offer free admission to Kew staff members.

Other

- Training & development
- Help with immigration costs
- Interest free season ticket and / or bike loans
- Cycle-to-work scheme
- Payroll giving scheme





How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Royal Botanic Gardens, Kew on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **JASPF**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon
Monday 16th December 2024.

Key process dates

Preliminary interviews with Saxton Bampfylde:
w/c 6th & 13th January 2025
Final interviews with Kew:
Monday 27th January 2025
Tuesday 4th February 2025
Thursday 6th February 2025


** The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



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