



Gardener

| JOB OVERVIEW

The Position

Scotch College is seeking a motivated Gardener with a diverse skillset to join our dynamic Facilities Department maintaining the grounds and gardens across our 22-hectare campus. This is a full-time permanent position.

The role is 40 hours per week, 7:00am – 3:30pm, Monday to Friday, with a rostered day off as accrued

This is a physically demanding, outdoor role involving regular manual labour, use of powered equipment, and frequent movement across a large site. The position requires the capacity to work in varied weather conditions and complete tasks that involve lifting, bending, kneeling, and repetitive motion.

The Facilities Department is well resourced with a state-of-the-art manufacturing workshop and a highly skilled team. You will join a team of approximately twenty facilities staff, supporting maintenance operations, and helping prepare the College for its diverse calendar of events. Reporting to the Facilities Manager and Leading Hand Gardener you'll contribute to maintaining the College to a high standard while supporting the day-to-day operations that make Scotch College an exceptional place to learn and work.

About the Role

As a Gardener you will:

- Maintain and enhance gardens and landscaped areas across the College, including planting, pruning, fertilising, weeding, and mowing, to ensure a high standard of presentation year-round
- Operate gardening machinery and vehicles, including ride-on mowers and tractors, and safely handle tools and chemicals in accordance with College procedures
- Mentor and support apprentices, demonstrating safe and efficient work practices while fostering a positive and inclusive team environment
- Assist with College operations and events, including setting up equipment, supporting event logistics, and completing general facilities duties as required.

A full job description can be found on our website: <https://www.scotch.wa.edu.au/employment/working-at-scotch>

About You

To be successful, you will have:

- Experience in Gardening and Horticulture.
- The ability to work independently and as part of a team
- A strong work ethic and pride in the quality of your work
- High quality workmanship
- Good communication skills and a professional attitude
- Confidence in taking a proactive approach to disease and pest management
- Hold a current manual driver's licence

Benefits

- A supportive team environment with excellent facilities and equipment
- Competitive salary along with four weeks annual leave
- An additional six days of gifted leave per year
- A uniform, including safety boots and PPE, is provided by the College on a yearly basis.
- Morning tea and lunch is provided each day during term time
- The ability to up skill through professional development in many different disciplines
- A vibrant and respectful workplace culture grounded in the values of Service, Integrity, and Stewardship

About Scotch

Scotch College Western Australia is one of Australia's leading independent schools, with a 125-year-old history of academic excellence. Nestled in leafy Swanbourne on 22 spacious hectares, the College caters for 1500 students in Pre-Kindergarten to Year 12, including over 120 boarders from across the world.

We are an International Baccalaureate (IB) World School that offers a learning programme based on the Western Australian and Australian Curriculum and a choice in Years 11 & 12 of three pathways: WACE, VET or IB Diploma.

Scotch College weaves longstanding traditions and Christian values with contemporary education to foster global citizens. We are well-known for our incredible breadth of education and our supportive community.

We believe in lifelong learning and offer all staff boundless opportunities to build new skills and develop their career. Each day at work, you will access advanced technologies, work within state-of-the-art facilities, and collaborate with staff who are leaders in their areas of expertise.

Discover our abundant staff benefits at <https://www.scotch.wa.edu.au/employment/working-at-scotch>.

Application Information

Applications should be submitted via the SEEK website with a cover letter addressed to the Headmaster and your current resume. Cover letters should be a maximum of one page addressing why you would like to work as a Gardener at Scotch College and what you would bring to the role.

Scotch College takes child protection seriously. All candidates for roles at Scotch College are subject to screening and assessment against child safety standards as part of the recruitment process.

The successful candidate will be required to apply for a Working with Children Check (WWCC) and a National Police Clearance.

Scotch College reserves the right to contact and interview candidates prior to the closing date, and to close the advertisement early should a suitable candidate be identified.

Further information can be found on the Scotch College website: www.scotch.wa.edu.au/view/employment

Applications close: 9am, Tuesday 2 June 2026

Enquiries regarding application process

Emma Kinsey, People & Culture Advisor

Tel: 9460 6653 Email: People@Scotch.wa.edu.au

Enquiries regarding expectations and conditions of the position

Matt Luton, Facilities Manager

Tel: 9383 6826 or 0488 030 124 Email: Matt.Luton@scotch.wa.edu.au