



Job Title: Blair Castle Caretaker / Groundsman Role

Reporting to: Castle Operations Manager / Garden Projects Manager

Background to the Estate

Atholl Estates covers an area of approximately 120,000 acres in Highland Perthshire, managed centrally from the Estate Office in Blair Atholl, a picturesque village close to the resort town of Pitlochry and less than 2 hours' drive from Edinburgh and Glasgow.

The estates are probably best known for Blair Castle, an iconic Scottish castle whose history dates to the 13th century. The castle is open to visitors throughout the year, and we host corporate and public events, functions and weddings throughout the year. In conjunction with the Castle, we have more than 200 tenanted properties, commercial buildings, and several farmsteads.

Atholl Estates is run on a commercial basis, but with a strong element of corporate, social and environmental responsibility. The core businesses are tourism, farming, forestry, house lettings, hydro energy, conservation, field sports and property development.

The role of caretaker groundsman offers an interesting and rewarding opportunity to work within a forward-looking organisation in a beautiful part of Scotland, within the Cairngorms National Park but conveniently connected to national transport systems by rail and road, only being a 90-minute drive from Edinburgh and Inverness.

The Role

This is a front facing role with many of the key priorities linked to being an effective custodian of our amazing Castle, gardens and grounds. These include providing an onsite and immediate response to emergency events which can include fire or security issues across any 24-hour period.

Working closely with our senior caretaker, Properties Team and the wider Castle Team you will be dealing with a wide variety of interesting property and grounds maintenance tasks. We are looking for a proactive mindset with good trouble shooting skills, a keen eye for details along with a calm nature and ability to handle situations under crisis. The role will work on a rotational duty and on-call basis with the senior caretaker and other castle keyholders to provide seven-day, 24-hour response and security cover.

Due to the security and fire response requirements of the role, tied accommodation is provided. The role resides in a two-bedroom first floor flat at the north end of the castle.

Ideally the candidate will have had some previous knowledge and experience of working within buildings where they have had to deal with and have knowledge of working with both fire alarm systems and security systems from a setting, un-setting and checking perspective. Further role details can be found as follows.

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Caretaking Duties

- Providing immediate response to any fire or security issues across any 24-hour period
- Opening and close down duties for both the castle and grounds.
- Operational response to castle in the event of a fire and security systems activation and working with the Fire Brigade and Police when incidents occur.
- Having a general security presence across the castle and immediate grounds.
- Operation of castle lighting, heating and ventilation systems and water supply.
- Preparation and dismantling for castle events.
- Routine maintenance and equipment testing.
- General repairs and closed season deep clean.
- Staff transportation, post and cash runs.
- Litter collection and cleaning support.

Grounds Duties

- Seasonal maintenance of herbaceous borders, shrubs, kitchen gardens, woodland areas and parks. This includes trees, hedges, shrubs, roses, wall trained fruit trees, climbers.
- Use of garden machinery: Ride on and pedestrian mowers, strimmer's, hedge cutters, leaf blowers
- Maintenance of paths and other hard landscaping area
- Prior experience of operating garden machinery such as ride on mowers / hedge cutters / strimmer's will be beneficial.

Working Profile

The following seasonal working profile is a guide to the role

- During the summer season (April – November) you will be working on a rotation of 2 days / week castle caretaker duties and 3 days / week garden duties.
- During the winter (Nov – March) you will be working entirely in the castle with the caretaker team supporting deep clean and maintenance.

Job Requirements

- A clean driving licence and Disclosure Scotland security clearance
- Ability to working calmly under pressure
- A commitment to the highest level of visitor service.
- Hands on team player with flexible work can do attitude.
- Ability to work at heights.
- Ability to operate garden machinery.
- Good level of physical fitness.
- Knowledge of risk assessments
- Working flexibility as this is not a '9-5 Mon-Fri' job.
- Ability to work on a rotational basis throughout a 7-day week, often at unsociable hours.

Desirable Experience

- Knowledge and competent operational use of fire and security systems
- Elementary maintenance experience – background knowledge of electrical and plumbing systems
- Proven track record is a caretaking or similar backgrounds
- Rudimentary knowledge of horticulture, preferably working in an estate orientated environment

Our Estate Values

*Atholl Estates working in harmony with the natural world
and breathing life into our history.*

Authentic

We act with integrity towards each other and follow through on commitments.

Supportive

We want to approach people with empathy, to feel respected, empowered and valued.

Responsible

We want to maintain a safe and healthy working environment.

Inquisitive

We aspire to be clear on the why as well as the how.