



GARDENING SUPERVISOR

(Payclass 06; Permanent)

Estates and Custodial Services

Grounds and Gardens

Properties and Services Department

The Gardening Supervisor is responsible for the daily operations of Grounds & Gardens' Horticultural and landscape management Services, and for directing the teams of staff reporting to them, as instructed by the Operations Manager. Duties include, amongst others, allocating tasks to teams reporting to them, quality assurance, and customer and client service. Garden Supervisors have a major responsibility to ensure that subordinates under them adhere to the correct maintenance protocols and best horticultural practice and service delivery to ensure that the campus is kept in a pristine manner.

Requirements:

- Grade 10 with 3 years of Supervisory experience
- Computer literacy, Word, email
- Experience in ground maintenance operations, including the use and maintenance of irrigation, horticultural and specialized landscaping equipment
- The ability to operate power equipment like trimmers, chainsaws, weed-eaters, blowers, and other tools required for gardening
- Knowledge of Health and Safety compliance relating to horticulture and landscaping development
- Adaptability / Flexibility, Building interpersonal relationships
- A valid South African driver's licence.

Advantageous:

- Practical horticultural experience supported by appropriate qualifications in the field.
- Knowledge of horticultural techniques covering a wide range of plant types, including invasive alien vegetation and heritage trees.

Responsibilities:

- Create a great campus environment, build, and develop a successful garden team
- Ensure that the landscape vision for the campus is not fundamentally altered from the original architectural or planting design.
- Assist with implementing agreed planting and maintenance programs to develop the grounds and gardens across all campuses
- Ensure that the campus is always kept in a pristine manner in accordance with the specifications and standards laid down by the University Horticulturist.
- Problem solving, building partnerships, creativity and innovation, decision-making, judgement, managing conflict, planning and organizing, work management, work standards, resilience, tenacity, result-driven, and safety awareness.
- Supervise subordinates under them to adhere to the correct maintenance regime and best horticultural practice, and service delivery, including regular inspections
- Work collaboratively with the wider University campus community, i.e., Academic and Pass staff
- Regular maintenance, repairs, and installation of irrigation systems through inspection of the entire system and escalating to the Operations Manager.

The annual cost of employment, including benefits, is between **R276,959 to R325,831** p.a.

To apply, please e-mail the documents below in a **single pdf file** to grounds&gardens.recruit@uct.ac.za

- UCT Application Form (download at <http://forms.uct.ac.za/hr201.doc>)
- Cover letter, and
- Curriculum Vitae (CV)

Please ensure the title and reference number are indicated in the subject line.

An application that does not comply with the above requirements will be regarded as incomplete. Only shortlisted candidates will be contacted and will be required to undergo a competency test and a pre-employment medical assessment.

Telephone:

Reference number: E25718

Website:

www.hr.uct.ac.za

Closing date:

04 August 2025

"UCT is a designated employer and is committed to the pursuit of excellence, diversity, and redress in achieving its equity targets in accordance with the Employment Equity Plan of the University and its Employment Equity goals and targets. Preference will be given to candidates from the under-represented designated groups. Our Employment Equity Policy is available at www.uct.ac.za/downloads/uct.ac.za/about/policies/eepolicy.pdf. "

When you apply for a position at UCT, we collect your personal information to assess your application, communicate with you, and coordinate interview logistics. Information such as race, gender, nationality, and disability status is used to support our Employment Equity obligations. We also verify your references, qualifications, conduct criminal and, for certain roles, credit checks. For more information about how the University of Cape Town uses personal information and your rights, please email popia@uct.ac.za.

The University reserves the right to extend the closing date for applications if deemed necessary and reserves the right to make no appointment.