



**Cumberland
Council**

Apprenticeship Description

Date	February 2026
Apprenticeship Title	Horticulture Apprenticeship
Apprenticeship Level	2
Training Provider	tbc
Expected Duration	24 months

Apprenticeship description

As a Horticulture Operative apprentice within Cumberland Council, you will receive:

- High quality training and development opportunities
- Personalised support from managers and mentors
- The opportunity to work alongside skilled and experienced staff gaining valuable job specific and transferable skills that will support you in your future career

Key job specific accountabilities

- Carry out practical tasks to create and maintain outdoor horticultural spaces
- Support with planting, pruning, watering and caring for plants, shrubs and trees
- Assist in maintaining hard and soft landscaping features such as paths, borders, lawns and structures
- Work outdoors year-round, sometimes at height (e.g., hedges, taller plants)
- Use horticultural tools, equipment and machinery safely (with training)
- Check and maintain tools, equipment and PPE to ensure safe use
- Follow health, safety, environmental and legal requirements always
- Complete tasks to specification and deadlines, working with minimal supervision as skills develop
- Communicate and work effectively with supervisors, colleagues, clients and the public

Essential Criteria - Qualifications, knowledge, experience and expertise

Please note that your application will be assessed against the **Qualifications; Skills and Personal Qualities and Behaviours** listed below. In your application form you must therefore clearly demonstrate:

1. that you meet all qualification requirements, and
2. that you have or would develop, the skills, personal qualities and behaviours required of the role and provide examples where possible

Qualifications required:	The entry requirement for the apprenticeship will typically be GCSE Grade 2/E or above in English and Maths (If the candidate does not have these, they can work towards Functional Skills during the apprenticeship.)
Desired Skills	We welcome applications from self-motivated individuals who are able to work as part of a team and are willing to learn and develop the following skills: <ul style="list-style-type: none">• Enjoy working outdoors in all weather conditions• Good practical hands-on skills and willingness to learn• Attention to detail when maintaining plants and landscape features• Ability to follow instructions and work safely• Good teamwork skills and positive attitude• Basic communication skills for interacting with colleagues and the public
Personal Qualities and Behaviours	All employees must adhere to the following behaviours: <ul style="list-style-type: none">• Communicate in a clear and constructive way• Act with honesty and respect for others• Demonstrate a positive flexible attitude• Take responsibility for our actions• Be committed to one team

Training provided

Disclosure and Barring Service – DBS Checks

- This post does not require a DBS check.

Other Factors

- You must ensure that you are able to travel to and from the work location specified on a daily basis. A maximum of up to £15.00 per week will be paid to support your travel from home to work.
- Following the successful completion of the apprenticeship programme many of our apprentices have moved on to either a higher level apprenticeship or have secured permanent employment with the council or other employers and have embarked on an exciting career pathway. Whilst there is no guarantee that a position would become available at the end of your apprenticeship, Cumberland Council works in partnership with other organisations throughout the county to maximise the opportunities that are available to apprentices. The skills you learn and the qualifications gained will be transferable to other roles either within Cumberland Council or with other employers.