HENRY MOORE FOUNDATION



Garden view from Hoglands (photo: Jonty Wilde)

Head Gardener

Full Time (35 hrs/wk)

INFORMATION FOR CANDIDATES

November 2026

Advertisement

Head Gardener

Full time (35 hours/week)

Salary: £32,205 - £35,000
Plus 12.5% employer's pension contribution

Location: Henry Moore Studios & Gardens
Perry Green, Much Hadham, Hertfordshire SG10 6EE

The Henry Moore Foundation is a charity founded by the artist in 1977 to encourage public appreciation of the visual arts. We hold the largest collection of artworks by Moore, from monumental bronzes to carvings, and drawings to tapestries, and an archive containing over three-quarters of a million items. The Foundation is head-quartered at Moore's former home in the tranquil hamlet of Perry Green, mid-way between London and Cambridge. Here, our visitors can experience the studios where Moore created his remarkable works, many of which are displayed onsite, and which also tour in national and international exhibitions.

The Head Gardener will be responsible for overseeing the maintenance of the gardens and grounds set amongst the 70-acre estate, comprising of sculpture gardens, orchard, woodlands and sheep fields in the Herefordshire countryside at Henry Moore Studios & Gardens.

Supported by the Estate & Facilities Manager, the post holder will manage the work of grounds staff, the Assistant Gardener and a team of volunteers, and lead on the delivery of the garden strategy and maintenance plan.

The successful candidate will be qualified at least to RHS level 2 or hold an equivalent qualification in gardening or horticulture. They will possess good plant husbandry skills and be able to deliver strategic garden objectives with consideration to historic landscapes, budget and maintaining high levels of health and safety standards.

Further information about The Henry Moore Foundation and our programmes is available at our website: henry-moore.org

Please return your completed form to the HR team at recruitment@henry-moore.org by **Monday 7 December 2026, 9:00**

Interviews will take place for shortlisted candidates in Perry Green, Hertfordshire on **Tuesday 15 December 2026**

1. About the Henry Moore Foundation

The Henry Moore Foundation was established by one of the great sculptors of the twentieth century. Today it is the largest artist-endowed grant-giving foundation in Europe. At The Foundation, we would like as many people as possible to enjoy and appreciate sculpture and in particular the work of Henry Moore. We want to inspire and inform people of all ages and backgrounds, whether they have an interest in the arts, are studying sculpture or visiting with their family for a day out. We want to extend our reach to worldwide audiences through international touring of our collection, and to support the development of sculpture through our grants programme.

The Foundation is overseen by a Board of Trustees, with day-to-day management delegated to the Senior Management Team. We employ around 100 people across our two sites in East Hertfordshire and Leeds and are privileged to be supported by 50+ volunteers.

The team is encouraged to uphold our core values: Generous & Inclusive; Respect & Value; Visionary & Creative.

2. Henry Moore Studios & Gardens, Perry Green

Perry Green is the small hamlet near Much Hadham in rural East Hertfordshire, where Henry Moore made his home. Moore lived in Hoglands with his family for nearly half a century and created his extraordinary sculptures, prints and drawings in the various studios within the grounds. In 1977 Perry Green became the headquarters of the Henry Moore Foundation.

We welcome 16,000 to 20,000 visitors, plus 2,000 school children to Henry Moore Studios & Gardens each year, where they experience Moore's home and studios and learn about his monumental bronze sculptures sited in the natural environment as he preferred. Our grounds cover 72 acres of beautiful countryside, from natural meadows and woodland to formal gardens.

Perry Green is home to the Henry Moore collections consisting of over 20,000 objects, including monumental bronzes, wood and stone carvings, maquettes, drawings, graphics, tapestries and textiles, plus the Henry Moore Archive containing over three-quarters of a million items collected throughout the artist's life and up to the present day. We support research into Henry Moore and organise a busy programme of national and international loans and exhibitions each year, introducing Henry Moore to thousands of people worldwide.

We opened a state of the art archive building designed by Hugh Broughton Architects in 2016. More recently we have worked with DSDHA architects to successfully extended the Sheep Field Barn Gallery to accommodate a refurbished exhibition gallery with new learning and activity spaces. This facility opened to the public in April 2026, being warmly received by press and visitors alike.

3. Henry Moore Institute, Leeds

The Institute is firmly rooted in Leeds, where we work in partnership with Leeds Art Gallery to manage the sculpture collection and archive of Leeds Museums and Galleries, a collaboration that has built one of the strongest public collections of sculpture in Britain. The Institute is a world-recognised centre for the study of sculpture, where we aim to make a significant impact on the future of art history, placing sculpture right at the centre. We achieve this through a programme of exhibitions, engagement and research that consistently re-thinks how we understand sculpture today, continuing Moore's legacy by making sculpture a necessary and relevant part of contemporary culture.

The archive of sculptors' papers and artefacts in Leeds is managed by the locally based Archivist.

In 2024 the Institute underwent an ambitious refurbishment project, delivering elevated spaces and offering an enhanced experience for our audiences.

The Institute attracts around 100,000 visitors each year with free admission and offers a busy programme of research and engagement activities.

4. Grants

Our grants programme continues Moore's legacy by supporting the growth and development of sculpture (historical, modern and contemporary) and through funding research that expands the appreciation of sculpture. The reach and impact of our grants programme, including the annual Artist Awards, is important to the Foundation.

5. Aims of the Foundation

The Foundation has adopted a new set of aims that will inform strategic decision-making and allocation of resources over the next five years 2026-31:

a. Unify our activities across the Foundation to deliver streamlined, integrated programmes.

b. Establish ambitious partnerships that elevate The Foundation's role as a global authority on sculpture and extend our impact.

c. Place audiences at the heart of all we do – ensuring our work reaches and inspires the greatest number of people through meaningful engagement and access.

d. Empower the study and development of sculpture by connecting world-class research, radical creativity and compelling storytelling.

e. Futureproof and sustain the Foundation: financially, artistically, environmentally and organisationally.

f. Embrace digital innovation in all we do.

6. Principal Aims of Role

The Head Gardener will be responsible for overseeing the maintenance of the gardens and grounds at Henry Moore Studios & Gardens. The post holder will manage the work of other grounds staff and lead on the delivery of the garden strategy and maintenance plan.

7. Job Description

- Oversee maintenance of the gardens and grounds at Henry Moore Studios and Gardens, including lawns, formal beds, ponds, orchards, woodlands, kitchen garden, and cactus house.
- Work alongside the Assistant Gardener, freelance contractors and a team of garden volunteers.
- Plan, monitor and control annual grounds budget, ensuring that spend is kept within agreed amount.
- Attend planning and cross departmental meetings, where they will be expected to offer strategic and operational input relating to grounds, gardens and associated resources.
- Ensure all machinery and equipment, including garden tractors, chainsaws, hedge cutters and pedestrian mowers are maintained and tested. Up to date log books kept in order and faulty equipment is repaired or replaced.

- Undertake arboriculture work, including cross cutting and basic aerial work (certificated training will be arranged and paid for as required)
- Control pests and diseases, including the application of chemical and organic herbicides, pesticides and fertilizers.
- Oversee planting, including basic design, sowing, cultivation and propagation of plants, trees and shrubs, and fruit and vegetables.
- Oversee the repair of fences, gutters and outbuildings as required.
- Oversee trench-digging and irrigation as required.
- Carry out gritting, salt-spreading, snow-clearing as necessary, including the highway and footpaths across the estate.
- Ensure that the garden practices adhere to Health & Safety requirements noting that all duties must be carried out to comply with current Health & Safety at Work legislation.
- Any other duties that may reasonably be required.

8. Line Management

The Head Gardener reports to the Estate & Facilities Manager.

The post holder will manage the Assistant Gardener after successful completion of probation and at the discretion of the Estate & Facilities Manager. The Head Gardener will oversee grounds persons and a team of volunteers.

9. Person specification:

- Qualified at least to RHS level 2 or equivalent qualification in some aspect of gardening or horticulture
- NPTC Forestry and Arboriculture level 2 or willingness to work with a chainsaw and undertake some aerial work (certificated training will be arranged and paid for by the Foundation as required)
- At least two years' experience as a professional gardener in a high quality horticultural establishment, ideally open to the public
- Good plant husbandry skills
- Knowledge of a wide range of horticultural techniques covering many plant types
- Basic arboriculture knowledge
- Knowledge and understanding of conservation of historic landscapes
- Basic knowledge of maintaining and fixing garden machinery
- Experience of planning and maintaining budgets
- Ability to undertake Risk Assessments or assess and manage risk effectively
- Experience of managing staff, volunteers, and across teams and departments
- Good interpersonal skills and willingness to talk about gardens and plants to visitors
- Good physical fitness. The role involves regular, physical work outdoors in varying weather conditions. Applicants should be able to carry out these duties safely, with reasonable adjustments where appropriate.
- Able to work under pressure
- Ability to work alone for sustained periods of time and as part of a team

- GCSE Maths and English (or equivalent)
- Basic computer skills including use of Microsoft Office
- Knowledge of relevant procedures
- Health and safety awareness and knowledge

Additionally, we expect all employees at the Henry Moore Foundation to share and work to our core values:

- Generous & Inclusive: work together, share across teams, nurture relationships and enable others.
- Respect & Value: be ethical, respect differences, listen to others and acknowledge effort.
- Visionary & Creative: forward thinking, enthusiastic, keep learning, inspire and engage others.

10. Basic Terms and Conditions

- This is a full-time permanent position.
- The selected candidate will be required to provide a passport and proof of address or other evidence to show that they are eligible to work in the UK.
- The salary offered for this position will be £32,205 - £35,000 per annum depending upon experience.
- The normal working week is 35 hours.
- 25 days paid leave per annum plus bank holidays in England, plus any additional leave which is at the discretion of management (usually the three working days between Christmas and New Year when the Foundation's offices are closed). The leave year runs from 1 January to 31 December.
- New eligible employees will be auto-enrolled into the Foundation's Group Personal Pension Scheme (currently with Scottish Widows) into which the Employee is required to contribute 5% and the Employer will contribute 12.5%. All employees are advised to make contributions into a pension scheme. You may opt out if you chose to do so. Further details will be given to appointed candidates.
- Subject to acceptance by the insurers and compliance with the rules of the scheme, permanent employees are entitled to join the Employer's group life insurance scheme and group income protection scheme.
- Probationary period of 4 months.
- Notice period of one month or one week during the probationary period.
- The place of work is the Henry Moore Foundation, Henry Moore Studios & Gardens, Perry Green, Much Hadham, Hertfordshire, SG10 6EE. Occasional travel may be required in the course of this role. All travel expenses will be reimbursed in accordance with the Foundation's Expenses Policy.
- The selected candidate will be required to undertake a DBS (Disclosure and Barring Service) check before employment will be confirmed; employment will not be unreasonably withheld, but if the DBS check discloses any findings that are relevant to the employment and which were not declared on the job application form or at the time of an offer of employment, then this may result in the withdrawal of an offer of employment.

11. Staff Benefits

- We want everyone to be the very best that they can be and we will work closely with you to agree some clear performance goals, which provide you with continual development. We support you on your development at work and your career goals.
- Enhanced benefits for maternity, paternity and adoption pay subject to eligibility.
- Access to our Employee Assistance Programme, offering a wide range of support services
- Company sick pay (includes SSP) on the completion of 6 months' service.
- Income Protection insurance covers you should you be unable to work beyond the duration of your Company sick pay (subject to HMF terms and conditions and acceptance onto the scheme by the insurers).
- Life insurance covers you should you die while in our employment (subject to HMF terms and conditions and acceptance onto the scheme by the insurers).
- Vouchers for a free eyesight test for DSE (Display Screen Equipment) users.
- Free admission vouchers for family and friends to use during our open season to Henry Moore Studios & Gardens.
- Interest-free loan of up to £1,000 to assist with the purchase of annual travel tickets, a car or bicycle.
- 20% Discount in the HMF book/gift shops and 10% discount in the Henry Moore Studios & Gardens café.

12. Practicalities of Working at Perry Green

The Foundation's offices are set in a beautiful rural location, and the local bus service is infrequent, and 1.5 miles away. There are no shops in Perry Green, so employees bring their own lunch to work.

13. Application Process

If you are interested in this position and, having read the job specification, you have the credentials to meet the requirements of the role, we would be delighted to receive an application from you. An application form is attached. When completing the application form it is helpful to address the requirements of the person specification and tell us about any gaps in your employment history. Thank you.

Further information about the Henry Moore Foundation and our programmes is available at our website: henry-moore.org

If you have any questions about the position, the Foundation or the recruitment process, you are welcome to contact our HR Manager, Emma Sweetland, for an informal discussion on: 01279 843333 Ext 225.

Please return your completed application form (no CVs please) to Emma Sweetland at recruitment@henry-moore.org by **Monday 7 December 2026, 9:00.**

Interviews will take place for shortlisted candidates in Perry Green on **Tuesday 15 December.**

Shortlisted candidates will be required to bring the following to the interview:

- Proof of address: e.g. driving licence, utility bill or bank statement (with numbers redacted).
- One of the following: (i) passport, (ii) certificate of Settled Status, (iii) residency permit, or (iv) work visa.

Thank you for your interest in the Henry Moore Foundation.

The HR Team
Henry Moore Foundation