

iona  
community



# Work with the Iona Community

*Transforming lives to  
change the world.*

## Iona Community Job Description

<b>Job Title</b>	Islands Centres Gardener
<b>Reporting to</b>	Islands Estates Manager
<b>Salary Band</b>	As residential post: Annual allowance of £9,350 (pro rata), all rent, bills and food included.
<b>Type of Contract</b>	Resident post – Fixed Term, 1 <sup>st</sup> June 2026 to 31 <sup>st</sup> October 2026
<b>Location</b>	Isle of Iona, with some overnights on the Isle of Mull
<b>Hours of Work</b>	35 hours per week; with Common Life commitments in addition
<b>Common Life Accountability</b>	
<p>Working for the Iona Community as part of the Resident Team is more than a job – it is a way of life. We live and work together as a community, committed to sharing a common life. This means that staff share in tending a home with one another, while also sharing daily tasks, worship and recreation with the guests who join us in community, and with each other.</p> <p>Living like this can be very rewarding. It can also be a very vulnerable and challenging experience, balancing our allocated job along with the shared “common life”. This life together is a commitment, or a covenant that is agreed, rather than a contract that is signed.</p> <p>It is this mixture of our daily work, with a commitment to the common life and the building, receiving and celebrating of community that makes working at our islands centres far more than a job; but a way of life.</p>	
<b>Annual Leave</b>	37 days for full-time staff. Pro-rata for part-time staff. Holiday/Annual Leave Entitlement runs from 1 January to 31 December each year and is inclusive of Public Holidays
<b>Pension</b>	Membership of the National Employment Savings Trust

# Overview of the organisation

The Iona Community is an international, ecumenical Christian movement working for justice and peace, the rebuilding of community and the renewal of worship.

Our Community was founded in Glasgow, Scotland in 1938 by Rev George MacLeod, a visionary and social reformer.

## Job Description

Iona Abbey is a place of welcome, hospitality and challenge, through our daily rhythm of worship, meals, shared tasks and guest programme.

Under the guidance of the Islands Estate Manager, the Islands Centre's Gardener's role is to manage and maintain the gardens across the properties on Iona and Mull. This includes regular visits to the Camas Centre's organic garden and woodland as a space for engagement with workaways who visit to work in the grounds during its current period of closure. The space includes two polytunnels, multiple lazy beds, fruit cages and two small woodlands. The gardener is also responsible for shutting down the garden in the winter.

The Gardener is responsible for consulting and working on the small gardens in the grounds of the Iona Abbey and the various properties on Iona. This requires undertaking work themselves but also advising the team on Iona on how to maintain the garden effectively.

Although based primarily on Iona, the position will be required to work frequently at the Camas Centre on Mull, with some overnights during workaway visits.

## Main Responsibilities

### 1) Managing and Maintaining Gardens including:

1. Small organic garden at Iona Abbey
2. Large organic garden and woodland at the Camas Centre
3. Small gardens at 3 other residences on Iona

### 2) Facilitating the use of the garden as a space for engagement

1. Supervising and engaging staff, volunteers and guests in work in the garden's across the properties
2. Teaching basic gardening skills
3. Basic risk management around use of tools and equipment

### 3) Support Hospitality for Workaways

1. Supporting the hospitality of workaway guests at the Camas Centre during visits, including shared tasks and meals
2. Overnight stays at the Camas Centre during workaway periods

### 4) Duties Shared with Other Staff Members of the Abbey Team (for which training is given)

1. Health & Safety compliance, Safeguarding, First Aider, Fire Officer
2. Option of being on the rota to lead or back-mark the weekly pilgrimage
3. Liaising with the Communications team to provide content (i.e. photos, videos or sound recordings)

## Level of Autonomy and Decision Making

This post has considerable day-to-day autonomy and the post-holder can make decisions relating to their area of responsibility. Decisions that will have a wider impact must be made in liaison with the Operations Manager and Islands Estate Manager and other members of staff as appropriate.

## Supervision and Budget responsibility

This post has no direct supervision or budget responsibilities.

## Key Relationships

**The main internal contacts of the post are:**

Islands Estates Manager, Operations Manager, all colleagues in the Abbey Team.

**The main external contacts of the post are:**

Guests, workaways, member of public, islanders, staff of Historic Environment Scotland (HES)

## Personal Specifications

### Essential

1. Be in sympathy with the aims and purpose of the Iona Community, and be able to reflect these in their work at the centres.
2. Enjoy working with a variety of people from different backgrounds.
3. Experience in engaging and supervising others in gardening work
4. Relevant experience of managing an organic garden
5. An understanding of the challenges of community living
6. Be committed to a basic, simple, sustainable lifestyle
7. Have a dynamic, flexible approach

### Desirable

1. Experience in managing small woodlands
2. A full, clean driving license
3. DIY skills

**This post is exempt from the Rehabilitation of Offenders Act and Residential post-holder will need to be or to become a member of Scotland's Protection of Vulnerable Groups Scheme.**



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# How to apply



## Islands Centres' Gardener

Closing date: 23:59 BST Sunday 10<sup>th</sup> May

Interview date: 14th May online

Please apply by email using the application form to outline your experience and suitability for the role. Due to the nature of this role, it will not be possible to consider candidates who do not already have the right to work in the United Kingdom.

Email: [icrecruitment@iona.org.uk](mailto:icrecruitment@iona.org.uk)

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