

Brief for the position of

# Director of Horticulture

November 2024

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project

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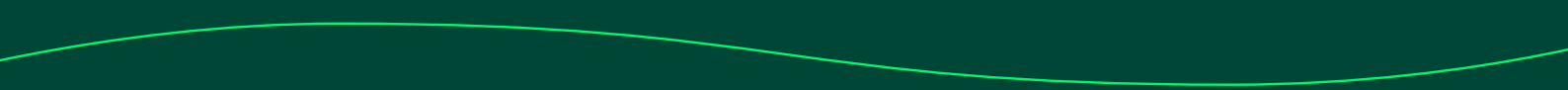
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# Introduction from Andy Jasper

## Group Chief Executive Officer

As the Eden Project destination in Cornwall approaches its 25th anniversary, and with two new destinations in development, there has never been a more exciting and important time to focus on horticulture. Our horticultural destinations are environmental showcases that attract millions of visitors. We are an educational charitable trust and social enterprise and our purpose is public engagement through inspiration. Our mission: To demonstrate and inspire positive action - for people and the planet. Our strategic objectives are to reconnect people with nature, demonstrate and communicate positive change and inspire action. Thank you for your interest in joining us.

We are looking for an exceptional Director of Horticulture to join the Eden Project senior team to ensure horticulture, gardens and gardening are at the heart of what we do. We believe that horticulture, regenerative practice and horticultural showmanship are vital parts of the solution to a positive future.

At our destination in Cornwall, we showcase and share ideas in a living theatre of plants and people, where we have inspired, entertained and educated over twenty million visitors since opening in 2001. We have big plans for the future and your role will be to develop, grow and safeguard what has been described as one of the most significant designed landscapes of the 21st Century. As Director of Horticulture, you will be in charge of these living landscapes - the centre stage on, and with which, we share our narrative, enriching visitors' relationship with the natural world and demonstrating and communicating positive change. Your role will help to ensure the gardens, landscapes, and internal Biomes demonstrate how we can all celebrate life and showcase solutions with fellow travellers to encourage people to join us on this journey.

We're currently building visitor destinations in Morecambe and Dundee and also developing projects in Costa Rica, Dubai, South Korea, North America and China. Further strategic initiatives include learning programmes, community projects and campaigns and nature recovery projects, including being the home of the National Wildflower Centre. You will be involved in these initiatives and projects which demonstrate hope and action and all have horticulture at their heart.

Our work matters, and is making a real and positive difference. We have much more to do and that's where you will come in, developing the horticulture strategy for our destinations and within associated initiatives, as a voice for positive change on the world stage and as a key driver in our journey to become nature- and climate-positive by 2030.

This is a key appointment working in the senior Eden Project team. We would love to hear from you if you have the experience, skills and passion for horticulture and are excited to lead this team.



# Opportunity overview

The Director of Horticulture is responsible for developing the horticulture strategy, leading the horticulture initiatives at the Eden Project destinations and working collaboratively with team members on the Eden Project's other strategic initiatives (learning programmes, community projects and campaigns and nature recovery projects) to deliver our mission: To demonstrate and inspire positive action for the planet.

You will lead the horticulture direction of the living landscapes at Eden Project Cornwall (EPC) comprising 15ha of Outdoor Gardens and covered Biomes (housing crops and landscapes of the Humid Tropic and Warm Temperate regions), the living plant collections, an 80ha Outer Estate containing ecologically-significant habitats and Growing Point, our on-site nursery. The role at EPC includes directing a team of 4 to 6 managers/curators who in turn manage a team of circa 50 horticulturists. There will also be opportunity to direct the development of commercial activities.

The Eden Project is growing and we are progressing with design and development of horticultural landscapes at our new destinations Eden Project Morecambe and Eden Project Dundee. You will take overall responsibility for the horticulture at these locations, in both the design and delivery phase.

You will be a key member of the senior team and will work with and support other team members to bring your horticulture skills, knowledge and experience to our nature-based learning programmes, nature connected community programmes and campaigns, nature recovery projects, commercial plant production (retail and hospitality), science engagement and interpretation and creative experience development workstreams.

You will also be responsible, along with other members of the Eden Project team, for representing the Eden Project on the world stage sharing and learning knowledge and skills to help demonstrate and communicate how we can help enable society to thrive in a nature-connected, climate positive, biodiverse world.



# About you

The Director of Horticulture will need to be a visionary and inspiring leader driven by a care for the natural world and the desire and ability to deliver memorable, regenerative horticulture landscapes that have a profound impact on people, coupled with programmes and initiatives fit for today's rapidly evolving world.

**Strategy:** A strategic thinker with the proven ability to develop and deliver a forward-focussed horticulture strategy for 2030 and beyond, in a public garden context that is managed both for its plant collection and as a visitor eco-attraction.

**People:** An empathetic leader with the proven ability to direct and develop a team of horticulture managers/curators and grow a team fit for the future to deliver the horticulture strategy. A well-connected horticultural networker, allowing for team development across the wider industry.

**Finance and fundraising:** Sound business acumen and project management skills, with a proven ability to optimise and manage budgets and with excellent resource allocation, planning and reporting skills. Experience supporting fundraising and sharing the importance of projects to funders and donors is welcomed.

**Leadership:** The ability to provide high level strategic advice and to work collaboratively with colleagues across the senior team so that together we can achieve more than the sum of our parts. Experience of cross directorate working in another large charitable organisation is highly desirable.

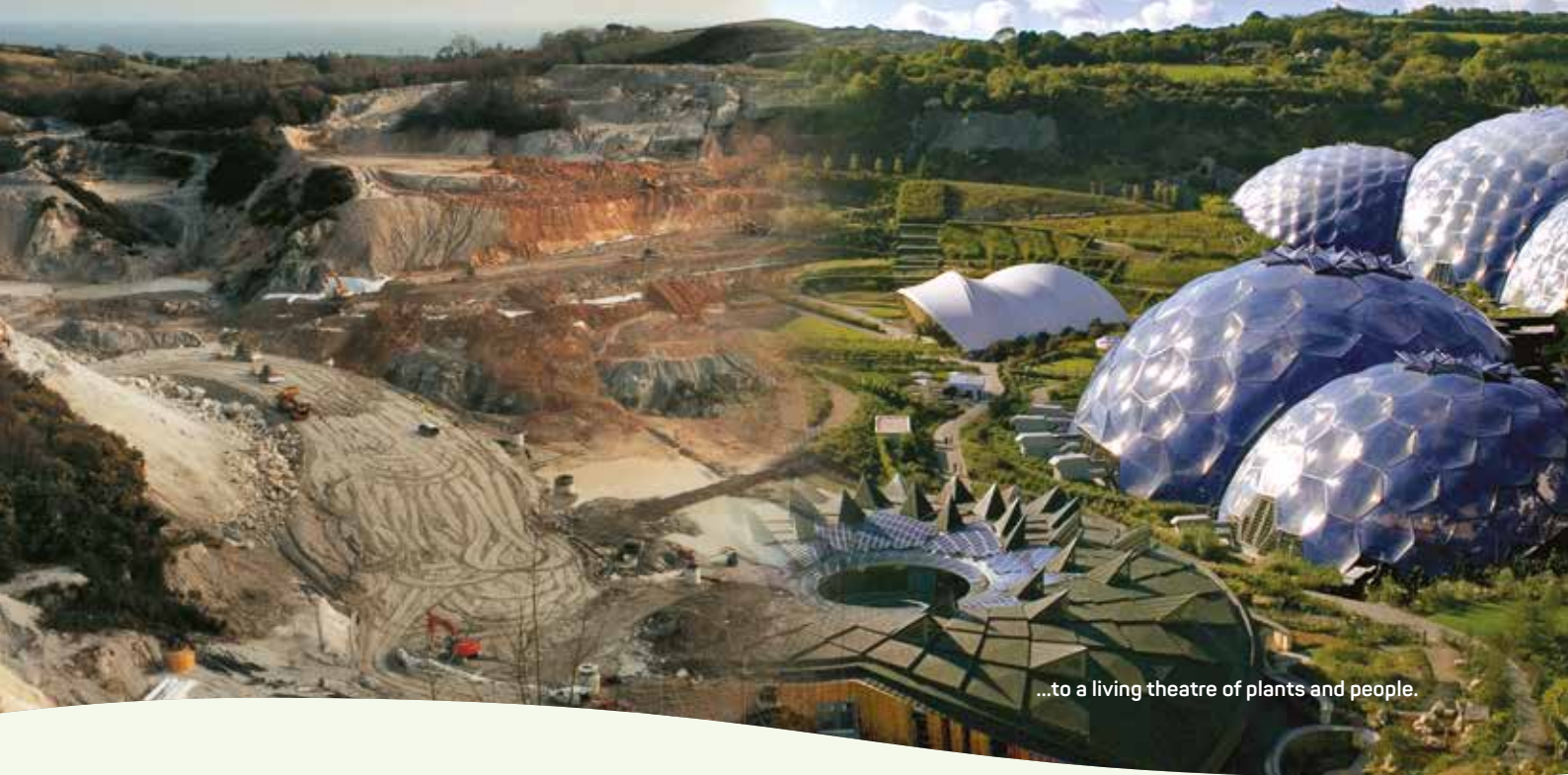
**Nature-connection:** Passionate and positive, driven by purpose and the desire and ability to demonstrate and inspire positive action for the planet, understanding the notion of regenerative horticulture / 'planet-friendly gardening' and that excellent horticulture should support climate and nature positive initiatives and ways of leaving the planet better than we found it.

**Engagement:** Engaging communicator, curious and good listener with past experience in media work – ability to build relationships that can take us on the journey to healthy planet-healthy people.

**Knowledge:** An excellent and proven understanding of horticulture, gardening on a large scale both outdoors and under glass (and ETFE, ethyltetrafluoroethylene!), with contemporary horticulture practices and emerging ideas in regenerative and ecological horticulture.



From china clay pit...



...to a living theatre of plants and people.

## About us

Over two decades ago, a small group of us transformed a disused china clay pit in Cornwall into a living theatre of plants and people to demonstrate what people could do when they put their minds to something. It was our first 'shop window' for the future we want to make; a symbol of regeneration and an example of turning negatives into positives – something that still runs through everything we do today.

We are a growing movement, working on and developing projects locally, nationally and internationally. We demonstrate and communicate ways of living in today's world to inspire positive action for the planet. Our work is underpinned by the understanding that we need to live with the grain of nature and that everything is interconnected. What we do to the Earth we do to ourselves – let's treasure and support a world we want to live in.



# Our mission

## To demonstrate and inspire positive action for the planet.

- ... championing a future that still remains ours to make
- ... reconnecting people with nature
- ... working with, for and as nature to respond to the planetary emergency
- ... demonstrating and communicating positive change in the work that we, and others, do
- ... working on nature-based solutions
- ... inspiring people to act and advocating for planetary health

- We respect the natural world and demonstrate that people are part of — not apart from — nature.
- We protect wild places, work with communities and enable people and places to thrive.
- We restore damaged spaces and places that need to be fixed.

## Our vision: Healthy planet, healthy people.



# Horticulture at the Eden Project

The living landscapes at the Eden Project destinations are far more than a stroll in the park. Plant collections are alive and gardening a process, a wonderful journey of constant change. Gardens are the living places that showcase the essence of the living planet for the widest possible audience. Our living landscapes and collections are designed for engagement – to welcome visitors, to celebrate life, to reconnect us all with nature, to observe and learn, to support health and wellbeing and simply provide places to just be in.

Our gardens are showcases of the future in the present, they are the living landscapes on, and with which, we share our mission and narrative.



Eden Project Cornwall

For most of human history the art of growing plants has been among the most important professions in the world. So much of human culture traces back to horticulture. We aim to demonstrate, communicate and elevate the vital nature of this profession, working with and for nature, demonstrating showmanship and showing how today's horticulture can help deliver positive action for people and planet.



# Eden Project Cornwall

Eden Project Cornwall is our HQ. This destination, a fusion of global garden, cultural venue, community hub and education campus, celebrates and showcases our dependence on plants and demonstrates technological ingenuity, regenerative sustainability and the importance of nature-connection.

The site contrasts with other public gardens in Cornwall, in horticulture terms it is relatively new – 25 years old. The Eden Project Cornwall destination has a significant designed landscape; a setting for the Biomes and our future heritage. The garden is grown on manufactured soil made from ‘waste’, is an exemplar of landscape restoration and a living and working example of regenerative horticulture.

The two covered Biomes, housing extensive plant collections and stories from the Humid Tropics and Warm Temperate zones, act as a backdrop to the striking contemporary Outdoor Gardens showcasing landscapes and crops of the world’s temperate zones. The current underpinning narrative explores the need to conserve and regenerate the world’s wild landscapes (which provide ecosystem services) balanced with the need to produce crops (food, fuels, medicines, materials) using regenerative methods that support landscapes and livelihoods. We communicate our narrative through horticulture, operations, exhibits, art exhibitions, live programmes, storytelling and learning programmes.



Rainforest Biome



Mediterranean Biome



Outdoor Gardens



Outer Estate



Growing Point Nursery

# Eden Project Cornwall and beyond

The 15ha global garden is surrounded by the 80ha Estate which contains a range of diverse, priority habitats of high ecological significance on this altered post mining landscape. Growing Point, our new state of the art nursery provides plants for the site, retail and hospitality. It is heated by deep geothermal energy.

We're on the road to net zero, committing to be a climate positive organisation by 2030. We record and enhance biodiversity, recycle our water, make our soils and recycle waste (with 17 different waste streams). Our regenerative sustainability journey provides a lived experience that demonstrates circular systems, carbon capture and creates biodiversity net gain.

Our nature-based learning programmes, which include pre-school, school, FE and HE include a range of horticulture degrees delivered by Cornwall College and RHS levels 1 and 2 (latter on line, delivered by the Eden Project horticulture team).

Our community programmes are based around reconnecting people with nature for both social and environmental recovery. Our biggest UK community project, The Big Lunch, is held every June right across the UK. It has around 10 million people taking part each year building social capital on a mass scale. We can do more when we act together.

Our nature recovery projects span from the work of the National Wildflower Centre across the UK to the restoration of dry tropical forest and enhancement of livelihoods in Costa Rica.

In 2023, the Eden Project announced £50 million funding from the government to establish an Eden Project in Morecambe. We have almost completed raising a further £50 million to match fund the Government grant. Eden Project Dundee is in development and we are working on models in China and Costa Rica.





## Work at the Eden Project

With around 400 core staff, we are a major employer in Cornwall. In addition, we have approximately 200 employees who join us for seasonal employment and around 150 volunteers. The Eden Project provides opportunities for a wide range of posts covering many skills, from horticulture, education and hospitality, to maintenance, commercial operations and head office roles.

We also have Eden team members spread across the UK and internationally. We are firmly committed to the development of our employees and provide excellent opportunities for personal development and utilising skills in a creative environment. Eden operates an equal opportunities policy. We're a signed-up Disability Confident Employer, committed to ensuring our recruitment and staffing policies are inclusive and accessible.



# The role:

## Director of Horticulture

**Full time. Based at Eden Project Cornwall, with travel to other locations.**

**Salary circa £60-70K** – dependent on experience.

Against the context of the growing urgency of the planetary emergency, Eden Project's voice has never been more important. Looking ahead, as we expand our reach locally, nationally and globally, we are prioritising and focussing on where we can deliver the greatest impact and agency amongst our audiences, to tackle the biggest issues the planet has ever faced in human history.

The Director of Horticulture leads on one of our key priorities; forward thinking, contemporary horticulture that embraces sustainable, regenerative and ecological principles. This role oversees the Eden Project living landscapes and plant collections on, and with which, we share our narrative; demonstrating, communicating and inspiring positive action for the planet working with, for and as nature. The Director of Horticulture will ensure that our landscapes, plant collection, horticulture team, projects and programmes grow and evolve to support Eden Project's strategy to 2030 and beyond.

The role will be responsible for developing the horticulture strategy and leading the management team in horticultural initiatives. The role will steer the direction for the horticultural operations at Eden Project Cornwall which includes directing the horticulture team managers/curators who oversee the management and maintenance of the landscapes, gardens and plant collections. It is vital that this destination, our HQ and currently our main showcase, presents world-class contemporary horticulture as an exemplar of our work, especially as we expand to new sites and develop new initiatives.

The Director of Horticulture will also be responsible for overseeing the horticulture at the new destinations in the UK and advising on the horticulture in the international destinations. Early landscape plans are already in place for new Eden Project locations in Morecambe and Dundee. We wish to proceed with detailed designs and planting plans and procurement process.

Like nature, we operate a systems thinking model with emergent properties, together achieving more than the sum of our parts. The Director of Horticulture will work synergistically with other teams providing horticultural knowledge, skills and experience to support our nature-based learning programmes, nature connected community projects and campaigns and nature recovery projects.

The Director of Horticulture will also, along with other members of the Eden Project team, represent the Eden Project on the world stage, sharing and learning knowledge and skills to help demonstrate and communicate how we can help enable society to thrive in a nature-connected, climate positive, biodiverse world.

### **Role Benefits:**

- 30 days holiday (rising to 35 with service, includes Bank Holidays); plus Birthday day off and two days at Christmas as a gift of time
- Pension Scheme – 5% match with Legal & General
- Option to purchase additional leave on a salary sacrifice basis
- Death in Service – benefit of x4 salary from day one of employment
- Simply Health cash back scheme
- Electric Vehicle lease scheme
- Wide range of discounts and benefits. Access to the Charity Worker Discount Scheme
- Relocation allowance of £5K

## The Eden Project Horticulture team job family

Roles within this team are dedicated to developing, designing, managing, cultivating, conserving, improving and promoting the Eden Project's living collections of plants and landscapes using a regenerative, ecological and educational approach. The Eden Project's living landscapes are designed to inspire, communicate and demonstrate the Eden Project mission. They support and enhance biodiversity, capture carbon and provide stunning, contemporary living stages where visitors, students and other stakeholders can experience and discover more about plants (both wild and cultivated), habitats and eco-systems and how they underpin life on Earth. Eden Project horticulture shows how our managed landscapes can work with and for nature – supporting lands and livelihoods – to respond to the planetary emergency.

### The Director of Horticulture

This role is responsible for the vision, direction, development and implementation of the horticulture strategy that supports the overall Eden Project vision and strategy. The Eden Project is a leading demonstrator and communicator of natural science, regenerative sustainability and positive futures – transforming negatives to positives. The end goal: healthy plants, healthy people, healthy planet. Horticulture is a keystone of the Eden Project mission.

### Role purpose and key areas of focus

The role is focused on development and delivery of the Eden Project horticulture strategy, communication of the mission and ensuring world class horticultural standards. The role directs a team of four to six curators/managers to enable the delivery of stunning, healthy, contemporary living landscapes at Eden Project Cornwall (EPC). The role provides the overall direction for the horticultural operations at EPC which includes management of the horticultural landscapes, plant collections, maintenance programmes, the underpinning support systems and operational health and safety.

Currently two new UK destinations, Eden Project Morecambe (EPM) and Eden Project Dundee (EPD), are in development with external companies designing the horticultural landscape. The Director of Horticulture will oversee the horticulture elements of these projects in the UK, grow the team to manage these living landscapes and advise on international destinations (where the Eden Project acts as consultants). The Director of Horticulture supports and works collaboratively with other Eden Project teams and strategic initiatives including learning programmes, community projects and campaigns and nature recovery projects. The role actively engages with, and represents the Eden Project on, the world stage drawing on and contributing to global expertise, the latest thinking and topical research to drive forward the essential role of horticulture in responding to the planetary emergency.



# Key accountabilities

- **Horticulture strategy:** Lead the development and delivery of the horticulture strategy as part of the overall strategic direction of the Eden Project, working as a member of the senior team and within Eden Project's regenerative sustainability framework.
- **Team structure:** Develop and deliver the optimal horticulture team structure to deliver the horticulture strategy at Eden Project Cornwall and beyond, with effective management, resource provision, performance and development, in compliance with standard operating procedures, professional standards and H&S regulations. Demonstrate leadership by sharing experience, knowledge and skills.
- **Direct the horticulture management team:** At Eden Project Cornwall this team currently comprises four to six curators/managers (who oversee horticulture team leaders, senior horticulturists and technicians, landscapers, silviculturists and nursery specialists). The team to run Eden Project Morecambe (EPM) are not yet appointed and this will be part of the role as EPM, the first sister destination, goes into production.

The horticulture management team, under the direction of the Director of Horticulture deliver the following:

## Plans:

- Working alongside landscape architects and the management teams ensure the development and delivery of horticultural and landscape plans and masterplan at Eden Project Cornwall, and at our growing destinations in Morecambe and Dundee.
- Production of the Horticulture Systems Operating Manual for new Eden Project destinations, part of a suite of manuals detailing all operational procedures.

## Plants:

The role directs and guides the horticulture management team to ensure:

- Exemplary maintenance programmes for plants, landscapes, habitats and growing systems comprising: soil management, plant cultivation, propagation, irrigation, fertilisation, composting, biosecurity, P&D control, machinery, materials, equipment and infrastructure, to the highest standard across tropical, warm temperate and temperate environments and the Growing Point nursery.
- Exemplary plant procurement and robust Collections Management protocols taking account of successional planning, climate resilience, biosecurity and Eden Project's plant database (Brahms).
- Best procedures and working practices using the latest research.
- Support the development and implementation of Eden Project's biodiversity strategy.

## People:

- Working in interdisciplinary project teams to enable the delivery of plant-based exhibits, events, projects and plant production for displays, retail and hospitality at Eden Project Cornwall, EPM, other destinations and show gardens.
- Collaboration with Eden Project Learning for the effective integration of student learning, apprentices and volunteers across programmes comprising research, teaching and learning experiences (both physical and digital).
- Growing Eden Project as research hub and demonstrator for sustainable agro-economic developments, new innovations and technologies in regenerative horticulture.
- Working closely with other Eden Project teams, especially on initiatives with horticulture components such as nature recovery projects, growing the culture of collaboration and co-operation.
- The job holder will be a member of Eden Project's Science Advisory Panel.

# Key accountabilities continued

## Profits with a purpose:

- Overseeing the development of a commercial, nature-based services arm: consultancy, on site hospitality produce supplier, plant retail, web sales and services from the Eden Project Growing Point nursery.
  - Nurturing existing, and overseeing the development of new, partnerships for research, supplies and equipment to help drive the Eden Project's journey to net zero and to increase biodiversity by 2030 operating within a regenerative framework.
  - Oversee programmes and budgets of up to £2m ensuring quality delivery on time and budget.
- **Networking:** Engage with external professionals and organisations to both gain and provide specialist knowledge to enhance Eden Project's reputation as a leading demonstrator and communicator. Network globally to learn and share learning to respond to the planetary emergency, drive positive change and promote Eden Project's exemplary horticulture on the world stage.



# Requirements and responsibilities for the role

## **Education & qualifications:**

Master's degree in horticultural discipline (or equivalent) desirable.

## **Knowledge & Skills:**

Ten years' experience within the field of botanical gardens and estates, glasshouses and/or commercial horticulture, ecology and/or landscape, preferably a mix. An accomplished and knowledgeable all-round horticulturist with practical and professional expertise within horticulture and landscaping. Excellent plant knowledge and understanding of technical, and emerging horticultural systems: BMS, infrastructure, materials, heating, irrigation, soil management, biosecurity, P&D control, H&S, machinery and other equipment and systems. Teaching experience an advantage. Sound understanding of sustainable, regenerative and ecological horticulture systems. Ideally five years' experience working at a similar senior level, where the role involved strategy development, budget management, staff direction, management and supervision. Must possess the team leadership skills required to lead, motivate, develop, support and performance manage teams by example and action.

## **Decision making:**

Strong decision-making skills: responsible for directing the long-term vision, strategic direction, medium-and long-term planning, masterplan and team structure. Effective day-to-day facilitation and deployment of staff balanced with horticulture strategy, objectives, plans and priorities. Many professional and supervisory decisions will be straightforward but some will respond to complex and unusual scenarios.

## **Resourcefulness:**

Collaborates with colleagues and other senior staff to devise innovative and creative ways to improve horticultural, ecological and landscaping delivery and working practices as part of a regenerative system. The job holder will be required to be flexible and use creative thinking to resolve unusual technical challenges or situations.

## **People & asset management:**

Leads from the front, directing and managing a growing horticulture management team at Eden Project Cornwall currently of four to six people (who are responsible for managing a team of around 50). Growing the team to manage the horticulture at the destinations in Morecambe and Dundee. Provides on-the-job training and mentoring. Evidence of managing budgets of up to £1m. A shared responsibility for the health, integrity, maintenance and presentation of Eden's Living Collection; guiding/supporting team procurement requirements and sourcing and ordering for approval by budget holders. Good understanding of plant database (Brahms) and horticultural and science record keeping.

## **Communication & visitor experience:**

Effective oral and written communication skills essential: includes media, writing, journalism, public walks and talks, lectures and workshops to both professionals and amateurs, both physically and on line from local to international. Good internal communications among Eden Project teams essential.

## **Operational environment:**

The role occasionally requires physical effort and working on slopes within a variety of climatic environments.

## **Additional features:**

The role requires a decisive, experienced, practical, flexible, collaborative, creative person who is passionate about the natural world and is committed to developing solutions aligned with the Eden Project mission. A positive change maker who is motivated to take ownership and action in growing the Eden Project and developing nature-based solutions that have positive impact. The job holder is required to continuously develop their technical expertise and team leadership skills while keeping updated on industry and H&S regulations. The job holder will be required to travel nationally and internationally to work on specific assignments or projects. Driving license essential.





# Trustees, Directors and Advisors

As a visitor destination, a social enterprise and a charity, the Eden Project is a unique and complex organisation. The teams at the Eden Project ultimately report to the Trustees of the Eden Trust, a UK Registered Charity (number 1093070), who ensure we meet our charitable aims. Eden Project Group Ltd is wholly owned by the Eden Trust. The Eden Project Destination in Cornwall is operated on behalf of the Eden Trust by Eden Project Group Limited. Any profit generated is reinvested back into the Trust. The Eden Project is managed by an Enabling Leadership Team (ELT).

## Trustees

- Orna NiChionna - Chair of the Trust
- Geoffrey Austin
- Kevin Havelock
- Sir Ferrers Vyvyan
- Fiona Godlee
- Dame Julia Slingo OBC DSc FRS
- Erica Neve
- James Fulcher
- Jon Watts
- Victoria Valentine
- Matthew Lusty
- Edwin Booth CBE SL

## Co-founder of Eden Project

- Sir Tim Smit

## Enabling Leadership Team

- Andy Jasper - Group Chief Executive Officer
- Si Bellamy OBE - Chief Activation Officer
- Nicola Casperson - Chief Marketing Officer
- Dr Jo Elworthy - Chief Science Engagement Officer
- Dawn George - Chief People and Culture Officer
- Blair Parkin - Chief Experience Development Officer
- Peter Stewart LVO - Chief Purpose Officer
- Simon Townsend - General Manager - Cornwall
- Dawn Wilding - Chief Finance Officer



## Current horticulture team structure October 2024

**The Head of Horticulture** (interim, also Manager of Biomes)

**Horticulture Managers:**

Outdoor Gardens, Rainforest and Mediterranean Biomes, Outer Estate, Growing Point Nursery.

**Horticulture Team Leaders:**

Outdoor Gardens, Rainforest and Mediterranean Biomes, Landscape, Arboriculture, Technical, Education.

**Horticulture team:**

Senior horticulturalists, Technical, Students, Apprentices, Admin support.



# Eden Project Science Advisory Panel

The Director of Horticulture will join the Science Advisory Panel.

- Exec chair. Dr Jo Elworthy. Chief Science Engagement Officer, Eden Project

Core non-exec members:

- Non exec chair: Professor Michael Depledge CBE FRS (Marine Biology, pollution studies environmental change, human health)
- Deputy Chair: Dame Julia Slingo DBE FRS (Climate Science and Meteorology)
- Professor Iain Stewart MBE FGS (Earth Science and Science Communicator)
- Professor Yadvinder Malhi CBE FRS. Professor of Ecosystem Science, University of Oxford. Jackson Senior Research Fellow, Oriel College, Oxford
- Plus, specialists who attend on specific projects.

## Role of the Science Advisory Panel

Provide guidance on scientific matters.

- Ensure robust evidence/accurate content underpins Eden Project's work
- Foster a transdisciplinary and systems thinking approach
- Advise on policy and positioning statements
- Advise on direction, prioritisations, blind spots and framing of key issues
- Nurture relationships with appropriate science organisations and experts
- Identify and explore emerging ideas
- Underpin and grow Eden Project's scientific credibility



# How to apply

If you are interested in this opportunity, we can arrange confidential conversations with our team. Please contact Dawn George (Chief People & Culture Officer) in the first instance by email: [dgeorge@edenproject.com](mailto:dgeorge@edenproject.com) for an initial conversation and to agree a time for a more detailed conversation with one of Senior Team specifically about the role.

## Application to include:

- A full CV with contact details and full career history.
- A cover letter of no more than three sides, outlining your motivations for applying and demonstrate how your skills, knowledge and experience meet the requirements of the Director of Horticulture role, as outlined in this brief.
- Please also give the names and contact details for two professional referees. (Referees will not be contacted without your prior consent).
- Diversity monitoring form. (The information within will remain confidential).  
The Eden Project is committed to ensuring that it is accessible to everyone regardless of race, gender, ability, religion, sexual orientation or age. We would be grateful if you could also complete and return our Equal Opportunities and Diversity Questionnaire; the information you provide will help us comply with our commitment to ensuring equality and our aim to improve diversity. We are committed to pro-actively seeking greater diversity across our organisation to reflect the communities that we engage with, and to provide a broader range of views and perspectives to our decisions.

Please send applications to: [recruitment@edenproject.com](mailto:recruitment@edenproject.com)

Closing date for applications: **Wednesday 27th November**

