

Dhanakosa Recruitment 2026

House and Grounds Team: Gardens, Grounds and Maintenance



The Dhanakosa Community is a Triratna Buddhist practice context for Order members and Mitras who have asked for ordination where community living and work as practice are an integral part of the vision. You will be living, practicing, and working in a rural retreat centre as part of a residential team of 7 with up to 1,000 guests a year. The ideal candidate will be either actively engaged in training for Ordination or a member of the Triratna Buddhist Order. Applications from mitras will also be considered. They will work within the operations team, with responsibility for gardens, grounds and maintenance.

The position is fully financially supported and open to people of all gender identities.

Job Description

You will work as a key member of the house and grounds team with gardens, grounds, and maintenance as your principal area of responsibility. You will work with the team manager, Jinamati, who provides line management and supervision. You will also contribute to the general work of the house and grounds team as well as to the brief of the wider Dhanakosa operations team.

Gardens, Grounds, and Maintenance:

- Lead responsibility for gardens – maintenance of perennial borders, cutting garden, annuals, bulbs, shrubs, fruit bushes and houseplants.
- Lead responsibility for grounds work – mowing and strimming, equipment servicing, lawn maintenance, paths and driveways, compost, tree pruning and management, INN species removal.
- Working with the Maintenance Manager to respond to practical maintenance issues for the whole site – taking action to repair simple plumbing, electrical, building fabric and other maintenance issues
- Supporting the Maintenance Manager in tasks and projects as required
- Cover maintenance lead and responsibility when Maintenance Manager away
- Training and supporting other Dhanakosa team members in gardens/grounds and maintenance issues
- Training and supporting volunteers to undertake gardens/grounds tasks and other maintenance related tasks during weekly work period and twice annual work retreats

General responsibilities of the Dhanakosa Operations team.

The operations team is responsible for the administrative and practical support to facilitate the smooth running of retreats. All members of the operations team need to be able to:

- work co-operatively with each other
- assist with the general working of the centre as required:
 - Weekly cleaning at retreat changeover
 - Cooking cover as required
 - General maintenance as required e.g. lawn mowing, managing water supply
 - Supporting agreed projects
- respond to a wide range of out-of-hours emergencies
- maintain appropriate communication with retreat teams and guests
- support the spiritual aspirations of the Dhanakosa Trust to maintain the team and community as an effective Triratna practice context

Person Specification

Role specific specifications: The following skills and attributes are considered essential to the work area:

- Personable, friendly, and responsive when dealing with retreatants, retreat teams, volunteers, and co-workers
- Clear and confident communicator, verbally and in writing
- Ability to prioritise and to manage multiple tasks simultaneously, and meet deadlines
- Experience, aptitude, and interest in gardens and grounds work
- Aptitude and interest in practical tasks and DIY
- Physically fit – capable of undertaking moderate to heavy physical tasks on a regular basis
- Confident using hand tools and power tools
- Confident using ladders safely
- An organised and thorough approach to administration
- A reasonable level of computer literacy and IT skills

Desirable skills and attributes are:

- Gardening or grounds work qualification, e.g. RHS Level 2 or equivalent
- Trades skills e.g. carpentry, plumbing, electrical

General specifications: All operations team members can expect to be asked to assist with general maintenance, cleaning and housekeeping tasks, driving the vehicles, and cooking, on a regular basis. All team members need to:

- be flexible and willing team workers able to take initiative
- be able to take responsibility for an area of work
- be interested in communication
- be capable of sustaining moderate physical tasks
- have some significant experience of the Triratna Buddhist Community and a serious desire to engage with community living and right livelihood
- be able to show a clear commitment to the Triratna Buddhist Community, ideally at the level of being part of, or having asked to join, the Order
- be in possession of a current UK driving licence
- have a reasonable degree of emotional maturity and robustness, and psychological self-knowledge

If you would like to talk to someone about this opportunity, contact Dharmavasini on 01877 384 213 or at info@ghanakosa.com. Copies of our organisation ethos statement, statement of occupational requirements, and support package, are available on request.

To apply, please return our application form (available to download from www.ghanakosa.com/working-ghanakosa or by request from info@ghanakosa.com) along with: a CV, a covering letter giving us some background to your interest in joining the team, and a short summary of any relevant experience of work, community living, and the Triratna Buddhist Community.

Apply either by email to info@ghanakosa.com, or by post to Dharmavasini, c/o Dhanakosa, Balquhiddy, Lochearnhead, FK19 8PQ.

Closing date for applications is Monday, 19th October 2026.