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Lead Climber / Arborist / Tree Surgeon

Hiring organization
Tree Technique Ltd

Employment Type
Full-time

Industry
Arboriculture

Job Location
Salisbury, Wiltshire, United Kingdom

Working Hours
40 hours per week

Base Salary
£ 28,500 - £ 45,000*

Date posted
29 June 2026

Description
The Lead Climber is a skilled professional responsible for overseeing and executing advanced tree climbing operations, ensuring the safety and efficiency of all climbing activities. This role involves performing complex tree care tasks such as pruning, removal, and cable bracing while leading and mentoring a team of climbers and ground crew. The Lead Climber must have extensive knowledge of tree biology, climbing techniques, and arboricultural practices.

Responsibilities

Tree Climbing and Maintenance:

- Perform advanced tree climbing operations for pruning, reductions, and removal of trees.
- Conduct tree health assessments and implement appropriate techniques such as cable, bracing, correct pruning cuts, and aerial inspections.
- Operate and maintain climbing and rigging equipment safely and effectively.
- Ensure that work is carried out effectively to achieve quality and financial objectives, ensuring the safety of all members of staff and the public at all times.
- Undertake tree works outside normal working hours as and when required in response to out-of-hours emergency call-outs.
- Groundsman duties as and when required

Team Leadership and Supervision:

- Lead and mentor a team of climbers and ground crew, providing guidance and training.
- Assign tasks and coordinate daily work activities to ensure efficiency and safety.
- To lead a team in undertaking a full range of tree work including pruning, felling, shaping, planting of trees, stump grinding, etc. using full safety and climbing equipment and to BS3998:2010 or current standards.

Safety and Compliance:

- Enforce all safety protocols and ensure team compliance with industry standards and company policies.
- Organise and delegate the staff on-site with the correct tools and equipment, ensuring the job is carried out safely and efficiently in the provided time frame.
- Conduct pre-job safety briefings and site-specific risk assessments for each site.
- Respond to emergencies and manage on-site incidents effectively
- Ensure appropriate personal protective equipment (PPE) is worn at all times.

- Ensuring that all work is carried out in a safe and conscientious manner.
- Responsible for undertaking arboricultural works following legislation, especially concerning working on or close to the highway.

Vehicles, Machinery, Equipment and Tools Handling:

- Inspect and maintain climbing gear, tools, and equipment to ensure they are in good working condition.
- Utilise all mechanical equipment, machinery, and hand tools following relevant arboricultural operations.
- Maintain all mechanical equipment and machinery used in connection with the work in a clean condition.
- Set up machinery before use to ensure effective operation.
- When required to drive allocated vehicles following the requirements of the Highway Code.
- Any requirements for tools, such as refuelling the machinery and vehicles, must be done to commence work for the following day.
- Check the vehicle and related plant items daily before leaving the depot this includes the following checks, oil, water, fuel, lights, tyres, brake and other requirements including power mechanisms.
- _____
- Report all vehicle defects to the Maintenance and Compliance Manager via the relevant sheet.
- Inspect ropes and climbing equipment to comply with LOLER regulations.
- Set up rigging systems and ensure proper use of all climbing and rigging equipment.
- Manage site preparation, debris removal, and cleanup activities.
- Put out and collect all road signs following Chapter 8 of the Highways Act.

Team Collaboration:

- Work closely with the Lead Climber and other team members to ensure efficient and safe tree operations.
- Communicate effectively with team members to coordinate tasks and ensure smooth workflow.
- Provide support and assistance to other team members as needed.

Client Interaction:

- Communicate with clients to understand their needs and provide professional advice on tree care.
- Ensure client satisfaction by delivering high-quality service and addressing any concerns.
- Assist in providing quotes and estimates for tree work projects.

Documentation and Reporting:

- Maintain accurate records of work performed, including tree hazard identification and site conditions.
- Complete and sign the site-specific risk assessment for each job, ensuring each member of the team has also read and signed the assessment prior to the commencement of any work.
- Document any incidents or accidents and report them to the management

Qualifications

Preferred qualifications for a Lead Climber:

- City & Guilds NPTC Level 3, Aerial Tree Rigging (CS41)
- City & Guilds NPTC Level 2, Chainsaw Maintenance and Cross Cutting (CS30)
- City & Guilds NPTC Level 2, Felling and Processing Trees up to 380mm (CS31)
- City & Guilds NPTC Level 2, Tree Climbing and Rescue (CS38)
- City & Guilds NPTC Level 3, Aerial Cutting of Trees with a Chainsaw Using Free-fall Techniques (CS39)
- Level 2 Qualification in Arboriculture

Preferred skills for a Lead Climber:

- Be highly motivated and able to work to an extremely high standard of both safety and quality.
- Good communication and interpersonal skills.
- Working knowledge of current arboricultural practices including legislation and guidelines around Health and safety, LOLER, PUWER and WAH.
- Be willing to work as part of a team and take pride in their work.
- Advanced tree climbing and rigging techniques.
- Leadership and team coordination.
- Extensive knowledge of tree biology, pruning techniques, and tree care practices.
- Proficiency in using climbing and rigging equipment.
- Safety management and risk assessment.
- Problem-solving and decision-making abilities.
- Customer service and client relations.
- Technical knowledge of arboricultural equipment and practices.

Essential requirements:

- A current full clean driving licence and ability to operate company vehicles.

Desirable Qualifications for a Lead Climber:

- City & Guilds NPTC Level 3, Aerial Tree Rigging (CS41)
- City & Guilds NPTC Level 3, Aerial tree pruning (CS40)
- NPTC woodchipper
- Level 4 qualification in Arboriculture

Preferred experience for a Lead Climber:

- Minimum of 3 years climbing experience
- Have relevant Arboricultural experience

Working Conditions:

- Outdoor work in various weather conditions.
- Physical demands including climbing, lifting heavy objects, and working at heights.
- Exposure to potentially hazardous equipment and materials.
- Flexible hours, including potential for weekend and emergency work.

Job Benefits

- Personalised work environment: As a smaller company we foster a close-knit, family-like atmosphere where employees feel more valued and appreciated.
- Direct staff benefits: Personalised Equipment and PPE selection through being responsible for your own PPE budget & opportunity to join in a Company Pension.
- Direct communication: With fewer layers of management, our communication is more direct and effective, enabling faster decision-making and problem-solving.
- Varied responsibilities: Our employees have the opportunity to learn and grow into a variety of roles, providing opportunities to learn new skills and gain diverse experience.
- Stronger team bonds: working in a smaller team can lead to stronger camaraderie and better teamwork, enhancing job satisfaction and collaboration.
- Visible impact: employees can see the direct impact of their work on the company\'s success, which can be highly motivating and rewarding.
- Opportunities for growth: there are more opportunities for rapid career progression as our employees take on more responsibilities and demonstrate their capabilities.
- Community focus: we have a strong presence in our local communities, providing a sense of pride and connection to the area.
- Innovative culture: with less bureaucracy, we can be more innovative and open to new ideas from all team members.

Contacts

* Salary dependent on experience.

Paid trial days welcome

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