

Job Description

Grounds Operative

Position: Grounds Operative	Department: Grounds	Reporting to: Head of Grounds and Estates
Salary:	Contract: Permanent	Hours per week: 37.5 (5 days out of 7)

Job purpose: To prepare and maintain sports playing surfaces.

Role Competencies:

Planning Timescales:

- To ensure in a timely manner you attend and contribute to any Departmental, Management, Club or other meetings that are arranged where relevant to your role.

Decision Making:

- Decisions within remit of own role

Impact and Influence:

- To be able to actively contribute to the creation of a high-performance environment by ensuring all duties are completed with pride, consistency and to the best of your ability.
- To be able to demonstrate a strong 'can do' attitude.
- To be able to demonstrate the ability to adapt to different, changing, and challenging situations.
- When working alongside other team members be able to provide support in other areas of the organization as and when required to promote best practice.
- Demonstrate a high level of motivation and enthusiasm.
- To demonstrate and maintain a calm and efficient and be able to work under pressure.
- Must possess an honest and trustworthy attitude with a high level of confidentiality and integrity.

Skill Level:

- Be confident to set out, mark and maintain sports pitches and amenity areas to a high professional standard.
- Be confident to prepare, repair and renovate playing surfaces high professional standard.
- Be able to ensure health and safety in the workplace by ensuring compliance with the Health and Safety at Work Act and all instructions relating to the use, control, storage of materials/equipment and information/data collection necessary for the performance of tasks.
- Must be able to demonstrate the ability to prepare and maintain sports turf to a high standard.
- Must possess the skills to demonstrate the ability to perform minor maintenance and repair tasks in a professional, effective, and safe manner.

Communication:

- Must have a polite and courteous manner.
- Must be able to accurately execute and comply with both verbal and written instruction.

Budget Management:

- Management budget within own remit, eg, not to waste chemicals.

Lead and Develop:

- N/A

Operating Parameters:

- Must be able to prepare and maintain the sports playing surfaces and facilities to the highest of possible standards across all sites under the direction of the Head of Grounds and Estates.
- Can assist with the operations of the Ground and Estates Department across various events including but not limited to football, rugby and concerts.
- Must demonstrate that you can correctly use and maintain all PPE, powered and non-powered tools, machines, vehicles and equipment necessary for the job.
- Must be comfortable to complete administration duties relevant to role as required.
- Must be willing to contribute to the Departments CPD programme.
- Must be able to demonstrate competence to operate a range of horticultural machinery, such as: tractors, tractor attachments and ride on mowers.
- Must have the ability to work at an energetic and efficient pace to ensure tasks are completed each day/week and in compliance with health and safety protocols.
- Must be willing to assist with any other reasonable duties as directed by management staff.
- Must be able to work independently under your own initiative and as part of an extensive high-performance grounds team.
- Possess a willingness to attend training courses as required for the post.
- Must have a flexible approach to work, willingness to work unsociable hours to dedicate time to the programme as the schedule determines.
- Must be willing and comfortable to work in all seasonal weather conditions.

Essential and Desirable Job Criteria:**Essential**

- PA Spraying Certificates
- Hold a full driving license.
- Previous experience of working within the horticultural industry.
- Experience of working to deadlines with high standards.
- Experience of working under strict health and safety legislation relative to the role.

Safeguarding - We are committed to safeguarding and protecting children and young people (CYP) and at-risk Adults (ARA) Our expectation is that you will fully accept your responsibility for the safety and welfare of all CYP and ARA by being fully conversant with all our safeguarding policies and reporting anything that does not appear to be correct. The post maybe subject to an enhanced DBS check and yearly self-declarations.

Equality and Diversity – must be able to demonstrate that equality, diversity and inclusion will be maintained and developed across all programmes and areas of the business.

Competency Total: 45

Level 1

Addendum to the Job Description of Grounds Person

This role contains physically demanding aspects which we determine to involve the following:

Walking – there is a lot of walking associated with this role, as an example there is a requirement to mow the football pitch which could be a walk in excess of 10km.

Standing – there will be periods of long standing, as an example there is a requirement to stand and slow walk for 3 hours while devoting a pitch.

Bending – there will be a requirement to bend while completing task such pitch marking, weeding, divoting and cleaning equipment.

Stretching- there will be a requirement to stretch while completing task such pitch marking, weeding, divoting and cleaning equipment.

Lifting- there will be a requirement to lift heavy objects, such as a bag of fertilizer which weights 25kg.

Carrying- there will be a requirement to carry heavy objects, such as a container of liquid which weights 25kg.