



EPSOM  
COLLEGE

Skilled Groundsman – Cricket Specialist



# Welcome to Epsom

Thank you for your interest in our school. I am into my second year here and can tell you – both as a parent and Head – that Epsom is a very special place. We're fortunate to have beautiful grounds, wide-open spaces and excellent facilities.

Our academic results are strong, and we're proud of our sport, co-curricular programme and pastoral care. What strikes me most, however, is the warmth of our community, the genuine enthusiasm of our pupils, and the dedication of staff who truly care about every child in their charge.

## INDIVIDUAL ATTENTION

Epsom College has a clear mission: to help young people to lead fulfilling lives and make meaningful contributions to the world.

We're pleased that our pupils consistently achieve strong academic results – 91% securing A\*-B at A-level – and they follow diverse paths to top universities, pioneering startups, creative ventures, and entrepreneurial pursuits. Yet academic excellence is just the foundation.

I hope our pupils will leave with memories, friendships, ideas and imagination that will serve them for life.

I want them to discover talents they didn't know they had and to develop the confidence to tackle whatever challenges await them. I encourage them to take appropriate risks, to ask thoughtful questions, and to pursue their passions with determination.

## NATIONAL RECOGNITION

We're grateful for recent recognition: The Sunday Times named us the UK's most-improved school in 2024, School Sport magazine ranked us as the leading co-ed school in South East England, and Tatler describes Epsom as a school that "constantly burnishes" its reputation.

But we continue to evolve. And our future success depends on the quality of the staff we bring into our community. I hope you come and meet us and leave as excited about Epsom's future as I am.

Mark Lascelles,  
Head, Epsom College

# The Department

This role is responsible for maintaining and preparing sports facilities to a high independent school standard, with a particular specialism in cricket pitch preparation and performance. The postholder will support year-round sports surface management while leading on the delivery of high-quality cricket squares and outfielders capable of supporting intensive school use and competitive fixtures.





# Role and Responsibilities

## Sports Pitch Preparation & Maintenance

- Prepare and maintain rugby, football, cricket, and hockey pitches to a high-performance school and competition standard.
- Carry out mowing, line marking, aeration, overseeding, top dressing, fertilising, and turf repairs.
- Monitor surface performance and adapt maintenance programmes to manage heavy school and fixture usage.
- Manage pitch rotation and usage schedules to maximise surface longevity and playing quality.

## Cricket Pitch Preparation (Specialism)

- Lead on the preparation and maintenance of cricket squares and outfield, delivering surfaces to a high school and competitive standard, with ambition towards county-level quality where appropriate.
- Prepare wickets through rolling, cutting, marking, and surface management techniques.
- Set out and mark cricket pitches to required specifications for matches and training.
- Protect cricket surfaces from adverse weather using covers, sheeting, and proactive planning.
- Monitor pitch performance and contribute to continuous improvement of cricket surface quality.
- Support long-term cricket square development programmes, including renovation and end-of-season recovery.

## Seasonal Turf Management

- Deliver winter renovation and recovery programmes including deep aeration, overseeding, and surface restoration.
- Assist with summer preparation of cricket squares, outfield, and athletics areas.
- Implement drainage and irrigation strategies to maintain safe playing conditions.
- Monitor turf health, pest control, disease management, and soil condition.

## Grounds & Estate Sports Facilities Maintenance

- Maintain sports grounds, practice areas, and surrounding landscapes to a high standard.
- Assist in landscaping and presentation of sports and garden areas in line with estate plans.
- Ensure all facilities are safe, clean, and visually aligned with the College's standards.

# Role and Responsibilities

## Match, Event & Stakeholder Support

- Prepare pitches and facilities for fixtures, tournaments, training sessions, and external lettings.
- Set up markings, equipment, and safety checks prior to use.
- Liaise with sports staff and other stakeholders to ensure facilities meet requirements.
- Support delivery of high-quality surfaces for internal and external users, including potential representative fixtures.
- Assist with post-event repairs and surface recovery.

## Machinery & Equipment

- Operate specialised sports turf machinery including mowers, aerators, tractors, rollers, and marking equipment.
- Maintain tools and equipment, reporting faults and ensuring safe operation.

## Health, Safety & Compliance

- Adhere to Health & Safety policies and safe working practices at all times.
- Conduct risk assessments and ensure safe use of machinery, fertilisers, and treatments.
- Use appropriate PPE and maintain compliance with environmental and sustainability standards.

## Continuous Improvement & Team Contribution

- Contribute ideas to improve working practices, machinery utilisation, and pitch performance.
- Support and mentor less experienced team members where appropriate.
- Maintain and develop professional knowledge in sports turf and cricket pitch preparation.



# Person Specification

## Skills & Experience

- Proven experience in sports turf maintenance, with specific experience in cricket pitch preparation.
- Strong knowledge of fine turf management and sports surface preparation.
- Experience operating a wide range of grounds maintenance machinery.
- Understanding of turf performance, drainage, and seasonal maintenance programmes.
- Ability to work independently and as part of a team in a dynamic environment.

## Qualifications

- NVQ Level 2 or 3 in Sports Turf Management or equivalent (essential or working towards).
- PA1 & PA6 Pesticide Application Certificates (desirable).
- First Aid qualification (desirable).
- Full Driving Licence (desirable).

## Personal Attributes

- Strong work ethic and pride in maintaining high-quality sports facilities.
- Passion for school sport (particularly cricket) and supporting pupil development through excellent playing environments.
- Reliable, proactive, and flexible approach to workload and seasonal demands.
- Strong organisational and problem-solving skills.
- Commitment to professional development and best practice in sports turf management.

The responsibilities listed are not exhaustive, and the postholder will be expected to carry out other reasonable duties as required to support the efficient operation of the Grounds and Gardens department.





# Terms and Conditions

- **Salary:** £32,000 - £37,000 (to be discussed at interview)
- **Hours:** During term time (34 weeks of the year), your standard working week will be 45 hours. These will be scheduled on a rota between Monday and Saturday. In the Autumn and Spring terms, your hours will fall between 07:00 and 18:30. In the Summer term, this may extend to 20:00. Outside of term time, your working week is 40 hours.  
Because of the nature of the role, some flexibility is required to support fixtures and events. Your work pattern, including any evening or weekend work, will be set by the Head of Grounds and Gardens through a rota provided with reasonable notice. Any overtime must be approved in advance.
- **Holidays:** Entitlement will be 28 days per annum, inclusive of bank holidays. This entitlement rises by one day per year up to a maximum of 33 days per annum inclusive of bank holidays.
- **Pension:** The College operates the Epsom College Automatic Enrolment Scheme. The Scheme is administered by The Pensions Trust and eligibility is based on statutory criteria. If eligible, the Employee will be required to contribute a minimum of 5% of basic salary and the College will contribute 4% in compliance with current legislation.
- **Benefits:**
  - Private health care
  - School fee discount
  - Life Assurance
  - Meals and refreshments free of charge during working hours
  - Free use of fitness suite at certain times
  - Free car parking on site

## Method of Application:

Candidates to complete an application form which can be downloaded via our website [www.epsomcollege.org.uk](http://www.epsomcollege.org.uk). To comply with safeguarding procedures when working in a school, CVs will not be accepted. Applicants should refer to the Recruitment, Selection and Disclosure policy on the College website. Applications will be assessed in order of receipt and interviews and appointment may occur at any stage after applications are received. Please apply as soon as possible.

If you have any questions about the role, please contact us on [hr.recruitment@epsomcollege.org.uk](mailto:hr.recruitment@epsomcollege.org.uk)

# Safeguarding and Equal Opportunities

## SAFEGUARDING

Epsom College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are “spent” unless they are “protected” under the DBS filtering rules) in order to assess their suitability to work with children.

In compliance with statutory safer recruitment regulations, the post will be offered subject to receipt of satisfactory written references, pre-placement medical assessment, proof of appropriate qualifications, a check of online search engines and websites of publicly available information that does not identify the candidate as potentially unsuitable to work within a school setting, a satisfactory Enhanced Disclosure from the Disclosure and Barring Service and overseas police check if appropriate, as well as confirmation that the successful candidate is able to work in the UK.

Prior to interview, an online search of internet

search engines, websites and other publicly available and publicly accessible platforms to ascertain applicant’s suitability to work within a school environment will be undertaken on applicants that have been shortlisted. Please note whilst the Enhanced DBS check will be paid by the College if an overseas police check is required it will be at the cost of the successful applicant.

## EQUAL OPPORTUNITIES EMPLOYER

Epsom College is an equal opportunities employer that believes in equal opportunities for all, celebrates, and welcomes diversity.

Employment decisions throughout the school are made without regard to any status protected by law. If you require any reasonable adjustments at any stage of the application process, please feel free to contact our HR department or detail any adjustments on the application form.





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