

THE POST

Grounds person



THE ROLE

As an integral member of the Grounds team, the post holder will ensure the maintenance and upkeep of sports fields, ensuring they are safe, functional, and visually appealing for use in sporting activities. This role involves a variety of tasks such as mowing, fertilising, aerating, irrigating, repairing turf surfaces, and maintaining artificial pitches/courts. The goal is to provide high-quality playing surfaces that meets the needs of the schools while adhering to safety standards and regulations. Additionally, be responsible for managing equipment, completing scheduled maintenance activities, and liaising with other staff or stakeholders to support field usage.



ACCOUNTABILITY

The successful candidate will report directly to the to the Head Groundsperson, working in close partnership with and supporting the Operations teams across the Foundation.



MAIN DUTIES & RESPONSIBILITIES

- To ensure that the sports pitches and surfaces are safe and fit for use by preparing and maintaining them to the highest standard.
- To assist in the day-to-day upkeep of the hard and soft areas of the grounds
- To ensure that all external areas are well maintained and aesthetically pleasing in the preparation and upkeep of lawns and decorative areas, mowing, strimming, pruning and weeding.
- Clean drives, roads and pathways of debris, clearing snow (short notice may be given) and keeping all site infrastructure to the highest standard.
- Carry out a varied range of horticultural and grounds operations requiring minimum supervision and using own initiative, such as weeding, digging, edging, overseeding, soil preparation, tree maintenance and sports pitch preparation.
- Marking out of pitches including erection of goals/nets, corner flags, post protectors and boundary markers in line with the sports calendar
- Leaf clearance and removal
- Maintenance of bark chipped areas including reapplication and sweeping.
- Driving, operating and safekeeping of all machines allocated for use by grounds staff.
- To respond to day-to-day requests for the wider Operations team e.g. car park supervision

Health and Safety

- Safely use, maintain and clean all equipment after storage and ensure secure storage
- Work in a tidy, safe and professional manner.
- To ensure the health and safety of themselves and those around them, following PPE & COSHH procedures and working within the broader Foundation policy and industry best practice.
- Ensure risk assessments are followed and dynamically created at times whilst following safe systems of work generally.

Customer Service

- Deliver friendly, customer centric, proactive support to all users of Foundation property. Be visible, maintaining a high profile with staff and personally taking action to resolve issues in a timely and effective manner.
- Always promote a positive image of the Foundation by personally living the Operational team values and maintaining a professional appearance.
- Provide practical support to alarm/emergency situations, including first aid and evacuation support as appropriate.
- Demonstrate teamwork, high levels of productivity and quality of service.

Other

- Attend appropriate meetings, events, and training as required and be willing to continually develop in the role.
- To be available, if required, for key School/Foundation events.
- Perform such other duties as may be necessary within the scope of the job, according to the changing needs of the Foundation, and as directed from time to time. Any permanent changes will be incorporated into the Job Description by agreement.
- Liaise with colleagues and external contacts at all levels of seniority with confidence, tact and diplomacy.
- Support the Head Groundsperson with ad hoc projects.
- Observe good health and safety practice and follow Foundation general policies
- Promote a positive health and safety culture and employee engagement by building and maintaining solid working relationships with all Foundation colleagues.
- The post holder must report any damage, defects and significant problems to the Head Groundsperson.



PERSON SPECIFICATION

A – Application, I – interview, R - Reference

SKILLS/EXPERIENCE/QUALIFICATIONS	ESSENTIAL	DESIRABLE	IDENTIFIED
Proven record of experience in sports ground and garden maintenance	X		A, I, R
Experience of working in an education environment		X	A, I, R
Demonstrable multi-disciplined gardening experience e.g. hedge trimming, light tree maintenance work		X	A, I, R
Experience in maintaining and marking sports pitches	X		A
Recognised level 2 or above sports turf/horticulture qualification appropriate to this kind of work e.g. NVQ, LANTRA	X		A, I
Hold a First Aid qualification		X	A
Current full clean driving licence	X		A, I, R
Pesticides application PA1, PA2 and PA6	X		A, I, R
Experience and knowledge of caring for herbaceous borders, shrubs, ornamental plants and trees		X	I, R
Chainsaw CS30 and CS31		X	A, I, R
Conversant with the operation of all types of related machinery – including tractors, ride on and pedestrian mowers, powered hand tools	X		A, I, R
Experience in mowing, aeration, fertilising and weed control	X		A, I, R
Maintenance of artificial grass surfaces		X	A, I, R
Experience of landscaping projects (hard and soft)		X	A, I, R
Able to take responsibility and work on own initiative	X		A, I, R
Professional approach with a proactive, 'can do' attitude	X		I, R
High standards of personal and professional integrity	X		I, R
Knowledge of relevant Health and Safety legislation, including COSHH, Manual Handling and Risk Assessment		X	A, I, R
The ability to build and maintain positive and lasting relationships with a wide range of people		X	A, I, R

Good literacy and numeracy skills (good general level of education)	X		A, I, R
Operate and enjoy working outside and in all weathers	X		A, I, R
Confident with working on your own or as part of a team	X		A, I, R
Be willing to undertake tasks to given time constraints	X		A, I, R
Good interpersonal and communication skills	X		A, I, R
Good time management, attendance and punctuality	X		I
Ability to work flexibly to meet the requirements of the post, including early mornings, weekends.	X		A, I, R
Friendly and approachable	X		I
Right to work in the UK	X		A
Willingness to undertake training	X		I



TERMS AND BENEFITS

- A salary on commencement of circa £25,820.54 per annum, subject to skills and experience.
- This is a full-time job; please note it is not term time only. Standard working hours are 41 per week, based on 0730 – 1700, Monday to Friday and every other Saturday 0730-1130, with flexible hours during the winter months.

If you have any questions please contact HR; recruitment@lsf.org

The Foundation is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.