Gardener/Groundsperson

**Department:**  Directorate of Technology, Estates & Facilities – Grounds Maintenance

**Hours of work:**  Full time | 37 hours per week

**Contract type:**  Open

**Salary:**  Grade 3 | £22,662 - £24,285 per year
Introduction

DTEF is responsible for ‘providing outstanding work, study, research facilities, and facilities to enhance the student experience, on campus and online’.

This role is part of the Grounds Maintenance team within Estates Operations & Maintenance. The team completes activities associated with all aspects of grounds maintenance and sports fields’ works.

Main purpose of the role

To cover all aspects of grounds maintenance and sports fields work, including the use of tractors, ride-on and pedestrian grass cutting machinery, powered hand tools such as brush-cutters and hedge trimmers and the application of chemicals such as pesticides and fertilisers.

Key responsibilities

(Role holders will be required to undertake some or all of the duties below)

- Grass cutting
- Pruning & shrub bed maintenance
- Landscaping
- Path repairs
- Maintaining machinery
- Seasonal bedding
- Hedge cutting
- Fertiliser & pesticide application
- Maintenance & preparation of grass sports pitches
- Maintenance and preparation of synthetic and all-weather sports surfaces
- Maintenance of the University lake and associated water courses
- Snow clearing & gritting in severe weather
- Maintaining the general tidiness of the campus

The above list of duties is not exhaustive and is subject to change. The post holder may be required to undertake others duties within the scope and grading of the post.
## Person specification

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Proficiency Test Certificates PA1 and PA6a</td>
<td>Essential</td>
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<tr>
<td>Full driving licence</td>
<td>Essential</td>
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<tr>
<td>Recognised horticultural qualification</td>
<td>Desirable</td>
</tr>
</tbody>
</table>

### Knowledge

- Familiarity with general aspects of grounds and sports fields maintenance and soft landscaping | Essential |
- Familiarity with general aspects of hard landscaping | Desirable |

### Skills, abilities and competencies

- Ability to carry out significant manual handling duties | Essential |
- Proficient and extremely familiar with the operation and use of Ride on grass cutters, particularly ride on triple mowers such as the Ransomes Meteor | Essential |
- Proficiency in the use of tractors and tractor mounted implements. | Essential |
- Proficiency in the use of pedestrian grass cutting machinery and powered hand tools such as brush cutters and hedge trimmers. | Essential |
- Experience of paving and groundworks | Desirable |
- Proficiency in the use of related equipment such as chainsaws and mobile elevated work platforms | Desirable |

### Experience

- Soft landscaping experience including shrub bed preparation and planting, tree planting, grass seeding and turf laying. | Essential |
- Maintenance of grass sports pitches | Essential |
- Hard landscaping experience, including path maintenance and post & rail fencing | Desirable |
- Maintenance of synthetic/all-weather sports surfaces | Desirable |

### Personal attributes

- Ability to work as a team member or individually using own initiative. | Essential |
- Ability to communicate effectively with work colleagues and other members of the University community | Essential |
- Positive attitude to Health & Safety | Essential |
- Flexibility in approach to workload to meet changing needs or circumstances | Essential |
<table>
<thead>
<tr>
<th>Requirement</th>
<th>Requirement Type</th>
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</thead>
<tbody>
<tr>
<td>Willingness to participate in call out during severe weather conditions</td>
<td>Essential</td>
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<tr>
<td>Willing to undertake overtime as and when required</td>
<td>Desirable</td>
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<tr>
<td>Prepared to undertake statutory and other training to assist in the development of the post</td>
<td>Desirable</td>
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<tr>
<td><strong>Behaviours:</strong></td>
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<tr>
<td>Works collaboratively with others</td>
<td>Essential</td>
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<tr>
<td>Delivers a quality service</td>
<td>Essential</td>
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<tr>
<td>Develops self and others</td>
<td>Essential</td>
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<tr>
<td>Actively champions respect, inclusivity, equality and diversity</td>
<td>Essential</td>
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<tr>
<td>Identifies and implements continuous improvement</td>
<td>Essential</td>
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