

Department: Estates & Facilities

Cricket Grounds & Pitch Operations Manager

Job Ref: REQ260215

School/Department summary:

The Grounds & Gardens team is responsible for the maintenance, development, and presentation of all outdoor sports facilities and landscaped areas across the University estate. Our primary focus is delivering **world-class playing surfaces** for a wide range of sports, including cricket, football, rugby, athletics, and multi-use areas, to meet national and international standards.

The department ensures that all sports grounds are prepared and maintained to support elite performance, student participation, and community engagement. This includes **specialist turf management, pitch construction and renovation**, and the use of advanced machinery and techniques to achieve optimum playing conditions. In addition, the team manages **landscaped gardens and amenity spaces**, contributing to the overall aesthetic and environmental quality of the campus.

The Grounds & Gardens department plays a vital role in supporting the University's reputation for sporting excellence and providing a safe, high-quality environment for athletes, students, and visitors.

Job Description

Job Family and Grade: Operational Services Grade 5

Job Purpose

To lead and manage the delivery of world-class sports ground maintenance and development, with a primary focus on cricket surfaces at national and international standards. This role includes strategic planning, team leadership, and operational oversight to ensure exceptional playing conditions. The post holder will take responsibility for day-to-day operations of the cricket areas and team of 6 staff.

Job Duties

1) Leadership, Planning & Stakeholder Liaison

- Provide day-to-day **leadership and supervision** of the Cricket Sports Grounds team; set clear standards and expectations and deliver a high-performance culture.
- **Plan, allocate, and monitor workloads**, including **fixture scheduling, pitch plans**, and resource coordination to meet operational and strategic objectives across the ECB National Centre and wider University venues.
- Act as the primary liaison with national teams and governing bodies (e.g., **ECB**), Head Coaches and Captains to prepare surfaces that support performance objectives.
- **Lead administrative coordination** for the team (rotas, holidays, absence, TOIL) and manage external contractors working on playing surfaces.

2) Technical Delivery & Elite Surface Performance

- Oversee preparation and maintenance of **natural and synthetic cricket surfaces** (including experimental pitches) to elite standards, with precise match-day set-up (sightscreens, boundary markings etc).
- **Manage the winter marquee (covered grass wickets)**: schedule usage, prepare and maintain wickets, and align programmes with ECB team training requirements.
- Coordinate specialist **renovation** of cricket loams and outfield development; regularly **monitor, review, and report** on surface characteristics and performance.
- Ensure effective use and **servicing planning** for maintenance machinery (mowers, aerators, rollers, sprayers);
- On match days, act as **lead point of contact for umpires** on fitness for play, delays or abandonments.
- Protect pitches from adverse weather using appropriate **sheeting and covers**; coordinate snow and ice clearance in inclement conditions.

3) Quality Assurance, Compliance & Records

- Maintain sports grounds and landscaped areas to standards set by the Grounds Manager.
- Implement and monitor **Health & Safety** policies and safe systems of work; ensure compliance with legislation on **machinery and chemicals** (including accurate **fertiliser and pesticide records**).
- Uphold **safeguarding** requirements and **equality, diversity and inclusion (EDI)** policies in all team operations and decisions.

4) Continuous Improvement & Professional Development

- Identify and recommend improvements to work systems, machinery utilisation, and operational processes; adopt innovations in modern sports turf practice.
- Mentor staff, support skills development, and **continually update personal knowledge and skills**

5) Additional Duties

- Landscaping works to plans/drawings.
- General maintenance of tools and equipment; promptly report unsafe equipment.
- Hold a current clean driving licence and operate University vehicles as required.
- Undertake other duties of a sports grounds nature commensurate with the grade.

Points To Note

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility outlined in the document.

Organisational Responsibility

Reports to the: **Grounds Manager**

Direct Reports: 2 x Skilled & 3 Semi-Skilled Grounds Staff. Up to 4 seasonal casual staff during cricket season.

Budget Responsibilities: N/A

Structure Chart: N/A

Person Specification

Your application will be assessed based on the essential and desirable criteria listed below.

Applicants are strongly encouraged to explicitly demonstrate how they meet each essential (and desirable) criteria at the application stage. The criteria that you need to demonstrate in your application will be listed as Stage 1 in the table below.

Stages of assessment are as follows:

- 1 – Criteria measured within the Application
- 2 – Criteria measured at Test/Assessment Centre/Presentation
- 3 - Criteria measured at Interview

Essential Criteria:

Area	Criteria	Stage
Experience	Experience producing elite cricket pitches at first-class or high performance environments	1,3
	Proven track record in managing grounds teams, including planning, scheduling, and performance management.	1,3
	Experience coordinating fixture preparation and training programmes	2,3
Skills and abilities	Strong leadership and team management skills	1,3
	Excellent communication and stakeholder engagement abilities	2,3
	Competence in operating and maintaining specialist turf machinery (mowers, aerators, rollers, tractors, sprayers)	1,3
	Ability to plan and deliver complex schedules under pressure	2,3
	Problem-solving and decision-making skills in dynamic environments	2,3
	To be able to work safely and take responsibility for the health and safety of other team members	2,3
	To possess skills and knowledge in the tending of sports grounds and fine turf	1,3
	IT literacy for record-keeping, reporting, and administrative tasks	2,3
Training	Up-to-date knowledge of Health & Safety legislation and safe working practices	1,3
	Ongoing professional development in sports turf management and grounds management best practices	
Qualifications	National/Scottish Vocational Qualification Level 2 Sports Turf Maintenance or IOG National Technical or working towards	1,3
	IOSH Working Safely qualification or be willing to work towards achieving it once in post	1,3
	Full, clean driving licence	1,3
	Commitment to achieve GMA Level 4 in Cricket Surfaces (or equivalent)	3
Other	Uphold and actively contribute to the University's commitment to Equity, Diversity and Inclusion.	1,3
	Willingness to work flexible hours, including evenings, weekends, and bank holidays as required by fixtures	3
	Ability to work outdoors in all weather conditions	3

Desirable Criteria:

Area	Criteria	Stage
Experience	Experience of maintenance of synthetic surfaces	1,3

	Experience with environmental sustainability practices in turf management (e.g., water conservation, eco-friendly chemicals)	1,3
Skills and abilities	Specific skills such as chainsaw operation, pesticides application, etc.	1,3
	Knowledge of Irrigation systems and maintenance	1,3
Qualifications	NPTC pesticide certifications (Pa1, Pa6, Pa2)	1,3
Other	National Diploma in Turf Management	1,3

Conditions of Service

The appointment will be subject to the [University's Terms and Conditions of Employment](#) relevant to the job grade.

The position is FULL TIME and OPEN-ENDED, working 44 hour week April until September / 30 hour week October until March split working hours.

A University House is provided for the post holder and there are also overtime opportunities.

Shared University Responsibilities

As a member of the Loughborough community, you are expected to:

- Take reasonable care of yourself, others and the environment, and to prevent harm by your acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Sustainability Policies & Procedures.
- Support and contribute to the University's commitment to Equity, Diversity, and Inclusion (EDI), while carrying out all duties in a way that respects these principles and upholds the right to free expression. Further information about EDI at Loughborough and our strategic aims is available on our website.

Our Purpose, Vision, and Values

Our purpose, Vision and Values underpin all that we do and shape how we work together at Loughborough.

We're proud to promote our values: **Adventurous, Collaborative, Creative, Authentic** and **Responsible**. Our people bring these values to life every day, and they are central to the positive and supportive culture that makes Loughborough unique.

If you join us, you'll be encouraged to bring these values to life in your own work and contribute to the positive, supportive culture that makes Loughborough unique.

Read more about our [vision and values](#).

Our Accreditations



We strive to create a culture that supports equity and celebrates diversity throughout the campus. The University holds a [Bronze Athena SWAN award](#) which recognises the importance of support for women at all stages of their career.



We are proud to be a [Race Equality Charter Member](#). The Charter aims to improve the representation, progression and success of all minority ethnic staff and students within higher education and address issues of racism within higher education institutions (HEIs).



We are proud to be a Disability Confident Employer and have adopted a proactive approach to employing disabled people and to creating a more diverse workforce. We ensure that our recruitment processes are inclusive and accessible. We guarantee to offer an interview to all applicants who have declared a disability, provided that the essential criteria for the role are met. We proactively anticipate and provide reasonable adjustments and support existing employees who acquire a disability or long-term condition to thrive in the workplace.



We are a real living wage employer, and our Living Wage Employer Mark shows our commitment to paying our staff according to the cost of living.



We are proud supporters of the [City of Sanctuary movement](#) and delighted to be recognised as a University of Sanctuary. This national network brings together, university staff, lecturers, academics, and students, who together work to make Higher Education institutions places of safety, solidarity and empowerment for people seeking sanctuary.

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.