Estates and Facilities Management

Skilled Cricket Grounds Person
REQ260805

School/Department summary:
The Estates and Facilities Management team at Loughborough University is central to creating the world-class campus experience for which the University is known. We are a large and diverse team made up of Catering, Residential, Domestic, Projects, Operations, Maintenance, Engineering, Sustainability and Space teams. Together, we manage and develop one of the UK's largest single-site campuses, ensuring that its buildings, grounds, infrastructure and support services are sustainable, stylish and set up for success. We work collaboratively to support our students, colleagues and partners, helping to shape the exceptional campus environment we are consistently recognised and awarded for. Above all, we take pride in creating a welcoming, vibrant and authentic workplace where everyone can thrive and we welcome likeminded individuals to join us and be part of our future.

Job Description

Job Family and Grade: Operational Services Grade 4

Job Purpose
To carry out highly skilled maintenance and development works on sports grounds with the minimum of supervision. This post will be concentrated on cricket, within but not exclusive to the ECB National Cricket Academy during the playing season. Experience, a high level of skills and flexibility are considered essential requirements for this post.

Job Duties

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.

- To work as part of the cricket maintenance team. You will need to be highly skilled in the preparation and setting out of natural and synthetic sports areas to the required standard at a national and international level.
- The use of specialised sports ground maintenance equipment. Able to coordinate specialist cricket related renovation work on various cricket loams and surfaces.
- Maintenance of quality sports grounds as determined by the Sports Ground Manager.
- Landscaping of sports grounds and garden areas working to specific plans and drawings.
- To prepare cricket pitches and maintain to an international standard.
- To ensure cricket pitches are protected from inclement weather by the use of sheeting or wheel on covers.
- General maintenance of tools and equipment used. To report any tools or equipment that become unsafe for use and requires repair or replacement.

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- To wear protective clothing and equipment in accordance with Health and Safety requirements whilst carrying out specific works.

- To carry out any other work generally of a sport grounds or gardens maintenance nature.

- Make recommendations to Line Manager regarding improved work systems and machinery utilisation.

- The construction of new and experimental pitches and their maintenance.

- Record keeping with regards to fertiliser and chemical use.

- To continually update knowledge and skills within Groundsmanship.

- To liaise with customers, including national teams and national governing bodies to enable the delivery of sports surfaces to the high standard required.

- To understand and implement Health & Safety Policies and requirements for yourself and others, commensurate with your level of responsibility within the Department to enable you to discharge your other duties and responsibilities safely.

- To clear snow and ice during inclement weather.

- To hold a current clean driving licence and be prepared to drive a University vehicle in the course of the post holder's duties.

- Any other work of a sportsground's nature commensurate with the grade.

Organisational Responsibility

Reports to the: Grounds Manager
Direct Reports: N/A
Budget Responsibilities: N/A

Special Conditions

- Corporate / Protective clothing and identity badges will be worn at all times by the employee during working hours.
- Personal protective equipment will be worn when necessary for specialist work.
- To adhere to current University and Campus Services Equal Opportunities Policies.
- To work a 44-hour week April until September / 30 hour week October until March split working hours. Also, these working hours will be flexible to meet the needs of the sport and will include weekend and evening work. Shift allowance is payable when an individual's working pattern varies from week to week on a rota basis. Please refer to http://www.lboro.ac.uk/services/hr/pay-pension-reward/shift-allowance/ for details.

Standards of Performance

The required standards of performance will be met when:

- Satisfactory customer feedback is received
- All plant and equipment is properly maintained and cared for
- Personal objectives are being achieved
- All works are carried out accurately
- All works are carried out effectively and efficiently
- The standards for the relevant sports are met including standards of excellence

Authority

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- The employee has no authority to use vehicles or machinery for personal use.
- Responsibility for areas assigned to employee.

Functional Contacts

- Sports Development Centre
- England and Wales Cricket Board
- Line managers within the Facilities/ campus services Department
- Visitors
- Students and Staff
- Athletic Union
- Governing body representatives and high profile sports people.
- FM Health & Safety Officer

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	Substantial previous cricket ground experience.	1
	Experience in managing fine turf.	1,3
	Experience in leading and motivating a small dedicated team.	1,3
	Sound experience in cricket pitch preparation.	1,3
Skills and abilities	To possess a full clean driving licence*	1,3
	To possess skills and knowledge in the tending of sports grounds and fine turf.	1,3
	Skills in specialist markings.	1,3
	To work effectively and efficiently.	1,3
	To undertake work to the required standard.	1,3
	To be highly motivated.	1,3
	The ability to complete necessary paperwork, confident in the use of e-mail to communicate with managers.	1,3
	The ability to be flexible with regard to working hours.	1,3
	To be able to work safely and take responsibility for the health and safety of other team members.	1,3
Training	A willingness to receive training and support from within the section and outside bodies	1,3

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Other	Demonstrate an ability to behave in a way that adheres to equitable and inclusive working practices, while respecting diversity of thought and supporting freedom of speech and expression.	1,3
	To be customer focused	1,3
	Attendance at In-House basic H&S Induction. In house Risk Management or Risk Assessment appreciation as appropriate	1,3
	Continually updating personal development to extend management, including health and safety and technical skills in line with the FM Personal Development Plan. Continually improving on attributes and competences related to the above.	1,3
	To take responsibility for own tasks as well as lower graded employees on the same task.	1,3
	Possess good interpersonal and team building skills	1,3
	An active interest in sport	1,3
Qualifications	National/Scottish Vocational Qualification Level 2 Sports Turf Maintenance or IOG National Technical or working towards	1,3
	Certificate or BTEC First Diploma/First Certificate in Horticulture or City & Guilds National Certificate in Horticulture or equivalent.	1,3
	IOSH Working Safely qualification or be willing to work towards achieving it once in post	1,3

Desirable Criteria:

Area	**Criteria**	**Stage**
Experience	Experience of maintenance of synthetic surfaces.	1,3
Skills and abilities	Specific skills such as chainsaw operation, pesticides application, etc.	1,3
	Good mechanical skills and problem solver.	1,3
	Knowledge of working from task tickets, requisitions, etc.	1,3
	Knowledge of Irrigation systems and maintenance.	1,3
Qualifications	Institute of Leadership and Management level 3 qualification.	1,3
	National Diploma in Turf Management	1,3
	Spraying qualification, PA1, PA2, PA6a	1,3
	IOG qualifications relating to cricket wicket maintenance	1,3

Conditions of Service

The appointment will be subject to the University's Terms and Conditions of Employment relevant to the job grade.
* A full clean driving licence consists of there being no major driving convictions. Although up to 6 points for minor offences shall be accepted. The reasoning for this is that the University's insurers will not cover the risk.

Shared University Responsibilities

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

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- 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 principles of equity, diversity and inclusion (EDI) while carrying out all duties, behaving in a manner that treats others with dignity and respect and upholds every persons right to lawful freedom of expression, freedom of speech and academic freedom. 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.

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