

Job Title:	Grounds Manager
Department:	Operations
Reports to:	Head of Ground Operations
Responsible for:	Grounds Team
Location:	Seat Unique Stadium, Bristol, BS7 9EJ
Contract:	Permanent
Hours:	Full time, minimum 40 hours per week
Main Purpose of Job:	
<p>To lead the grounds team to prepare and deliver outstanding playing and practice facilities for all elite men's and women's fixtures at The Seat Unique Stadium. Alongside this, oversee preparation and development of all cricket pitches and assist and liaise with the grounds team at Cheltenham College ahead of the annual Cheltenham Cricket Festival</p>	
Principal responsibilities:	
<ul style="list-style-type: none"> • Lead and provide high-quality pitches and practice facilities suitable for all levels of cricket activity at The Seat Unique Stadium, including International, elite men's and women's first-class, one-day and T20 matches, as well as pathway programmes and training sessions. Work with the Director of Cricket, Head Coaches and team Captains to prepare surfaces that help to achieve success on the field for GCCC. • Maintain the progressive development of The Seat Unique Stadium outfield to a standard suitable for a First-Class venue. • Regularly monitor, review, evaluate and report on the performance and characteristics of the playing surfaces in liaison with the cricket department including the Head of Ground Operations, Director of Cricket, Head Coaches and Captains. • Liaise with Director of Cricket and lead on fixtures, preparation, planning and usage across the ground. • Allocation of The Seat Unique Stadium matches to a pitch plan. • Oversee management of cutting outfields, all types of ground maintenance machinery required such as mowers, aerators, rollers and spraying equipment needed to achieve best results. • Ensure pitches are managed in accordance with ECB regulations and liaise with ECB Pitch and Grounds Advisor where appropriate. • Lead 'Point of contact' with umpires in decisions regarding fitness for play, delays and abandonments. • Manage ground preparation for matches to include setting up of sightscreens and advertising hoardings. • Monitor the condition of the grass daily to determine its condition and assessing its needs for nutrition, management of pests and diseases and application of correct products to prevent distress to the plant. • Manage off-season renovation and development of grass areas at the Seat Unique Stadium. • Work with the Head of Ground Operations to determine the best programme of work to improve the short and long-term condition of grass areas and future needs of the Club. • Lead and manage grounds budget across the venue. • Liaise with Head of Ground Operations regarding access to the pitch on match days for activations. • Liaise with the Head of Ground Operations regarding non cricket activity using the cricket grounds. 	

Machinery

- Responsibility for upkeep, replacement, servicing and repairs of all ground maintenance machinery owned, hired or leased by the Club.
- Carry out regular and routine maintenance inspections on equipment to ensure they're in accordance with best practice guidelines.
- Preparation of plans for replacement and improvement of machinery stock.

Staff

- Provide effective leadership of the Grounds team.
- Lead the recruitment, selection, onboarding and training of the Grounds team (including Casuals) ensuring labour requirements and competencies are met, in collaboration with the Head of People and Culture
- Motivate and engage team members by setting and maintaining clear standards and expectations.
- Make and communicate decisions clearly, be accountable for those decisions and empower team members to make good decisions in their areas of responsibility.
- Model and advocate the company vision, values and all relevant policies and procedures.
- Management of contractors working on cricket playing surface at the Seat Unique Stadium.
- Create an appropriate working culture and ensure individuals engage with the Club's wider workforce and activities.
- Co-ordinate staff administrative duties e.g. holidays, absences, and TOIL to ensure the appropriate level of resource is always in place.

General

- Liaise with the Operations team to support ongoing maintenance across the ground, while also managing and promoting the continuous professional development of each team member involved.
- Provide support and assistance to TV crews and associated parties when matches are televised.
- Provide support and assistance for any non-cricket events i.e. concerts etc.
- Ensure compliance with Health and Safety Act 1974 and associated legislation in your team, ensuring appropriate safety systems are maintained and a culture of safe working and good wellbeing is actively promoted and implemented.
- Understand and comply with the legislations relating to all areas of work such as machinery and chemicals.
- To ensure the Club's equity, diversity and inclusion policy and standards are always upheld and always abide by the Club's code of conduct.
- To ensure the Club's safeguarding policies and procedures are always adhered to including the staff code of conduct and consistently advocating the safeguarding of children, young people and adults at risk always. Appropriate consideration must be given to safeguarding in all activities and decisions which are undertaken.
- Always demonstrate a commitment to equality, diversity and inclusion behaviours, decision making and working practices.

- Advocate the Club values of passion, excellence and unity .
- Take on any other responsibilities or tasks that are within your skills and abilities whenever reasonably asked.

This job description is only a summary of the role as it currently exists and is not exhaustive. The responsibilities and accountabilities might differ from those outlined and other duties, as assigned, might be part of the job.

Knowledge, skills and experience required:

Essential

- Demonstrable experience in a senior grounds management role at an elite cricket or sporting facility and being involved in producing high-quality pitches for elite cricket.
- NVQ Level 2 in Turf Science or equivalent
- Achieved (or willingness to undertake in the first 24 months), Diploma Level 4 / Grounds Management Association Certificate Level 4 or equivalent qualification in Cricket Surfaces
- Trained in NPTC pesticide application, Pa1, Pa6 and Pa2
- Experience of reconstructing pitches and playing surfaces rejuvenation
- Knowledge of modern sports turf processes and innovations.
- Understanding of what is required to prepare and maintain first-class cricket pitches.
- Appreciation and understanding of agronomic principles in turf.
- Experience of pedestrian ride on mowers
- Experience of pitch rolling equipment
- Experience of tractor operation
- Experience of aeration equipment
- Experience in leading a team.
- Demonstrable experience of budget management control
- Full driving licence
- Excellent communication skills
- Demonstrable administrative skills, including strong IT skills
- Demonstrable negotiation and influencing skills.

Personal attributes

- Values people
- Empathetic leader
- Desire to engage with continued professional development in a variety of ways.
- Team player who can motivate and inspire others to achieve excellence.
- Collaborative to attain Club objectives.
- Passion for cricket pitches and sports turf maintenance.
- Attention to detail.
- Well organised.
- Positive, can-do attitude.
- Innovative with desire to continually improve.
- Honest, loyal and reliable.
- Self-motivated.
- Maintains a professional attitude and appearance at all times.
- Ability to build good working relationships.
- Flexible and adaptable with regard to working hours and patterns
- Calm under pressure

Core competencies

Delivery & Performance

- **Quality & Service Orientated**
A demonstrated aptitude for understanding and satisfying internal and external customers. Provision of effective solutions.
- **Results Focused/Action Orientated**
A drive to plan and deliver results despite challenges and setbacks.
- **Effective Resource Management**
Understanding, respecting and effective use of the Club's resources.
- **Innovative Thinking**
Aptitude to identify key components of problems, generate creative solutions and seize business opportunities by taking considered risks.

Strategic Approach

- **Business Awareness/Commercial Acumen**
Ability to ensure business success and financial efficacy now and for the future.
- **Strategic & Analytical Thinking**
Capacity for conceptualising the immediate, medium and long-term local and global environmental challenges and define specific strategies for organisation growth in relation to our purpose and vision.
- **Organisational Alignment**
The aptitude to align one's own behaviour with the needs, priorities and goals of the Club. Focusing on the Club's vision before individual preferences or professional priorities.
- **Talent Development**
Full commitment to professional development and personal growth of self and others and the transfer of knowledge to future talent.
- **Agility**
Openness and ability to promptly identify and adapt to changes in the business environment.

Leadership

- **Active & Visible Leadership**
Demonstrates full and public commitment to Club's Values. Operates with integrity and transparency and role-model's appropriate behaviours.
- **Inclusion Orientated**

Understands and values equity, diversity and inclusion approaches and works openly with all people, regardless of identity or characteristics.

- **Aptitude for Sustainability**
Commitment to operating sustainably to ensure the Club's negative impact on the environment is kept to a minimum.
- **Safety Focused**
Understands, respects and values safeguarding and health and safety protocols and considers these within all aspects of the Club's operations.

Relationships & Influence

- **Teamwork & Collaboration**
The capacity for working collaboratively and effectively within and across teams, and with external stakeholders, to ensure a unified direction of travel to achieving the Club's goals and objectives.
- **Influence & Negotiation**
Aptitude for excellent communication and interpersonal effectiveness with the ability to negotiate with, and influence others, in respectful and honest ways to add value and achieve objectives.
- **Emotional Intelligence**
Ability to understand others (including non-verbal communication methods), management of own behaviour and reactions and self-reflection especially when faced with challenging or stressful situations.

Key contacts in the business:

Internal: Head of Ground Operations, Director of Cricket, Grounds Team, CEO, , Head Coaches, Captains
External: Gloucestershire Cricket Foundation, suppliers, contractors, ECB and Cheltenham College.

Equal Opportunities and Inclusivity Statement

Gloucestershire County Cricket Club endorses the principles of equality and equity and strives to ensure everyone involved with the Club has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, to give of their best and be assured of an environment in which their rights, dignity and individual worth are respected. Everyone is responsible for creating an inclusive working environment and we expect all colleagues, partners customers and suppliers to abide by our equality, diversity and inclusion policies and procedures.

The Club ensures all existing and potential employees receive equal consideration during the recruitment process and beyond and is committed to the elimination of unlawful or unfair discrimination of any kind and on the grounds of sex, race, disability, sexual orientation, marriage and civil partnership, gender reassignment, religion or belief, pregnancy and maternity, and age.

Safeguarding Statement

Gloucestershire County Cricket Club is committed to safeguarding and promoting the welfare of children, young people and adults at risk, and expects all staff and volunteers to share this commitment. It is everyone's responsibility to keep vulnerable people safe.

As part of our safer recruitment process all relevant roles are subject to an enhanced or standard DBS check as appropriate, and two satisfactory references. We also require every staff member to undergo safeguarding training appropriate to their role.

We encourage an open, welcoming environment where everyone should feel safe to express any concerns. We have a range of policies and procedures in place which promote safeguarding and safer working practice across all that we do.

Prepared by:

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