



## Head Groundsperson

A high-profile opportunity has arisen at Sussex Cricket to work as the Head Groundsperson. The successful candidate will be working to produce first-class playing surfaces at the 1<sup>st</sup> Central County Ground, Hove as well as carrying the ultimate responsibility for the turf provision at three other sites. In this role, you will work closely with other grounds across Sussex too.

We are looking for a professional groundsperson who holds a minimum of a Diploma Level 3 in Sportsturf, or equivalent, with extensive experience in cricket groundsmanship. The ideal candidate will be able to demonstrate a successful track record in first-class county cricket, producing pitches and supervising grounds teams.

We are looking for a collaborative, proactive and positive leader with a commitment to their own and others' professional development, embracing the latest turf management techniques and best practice. The successful person will be able to demonstrate that they are effective and calm decision-makers under pressure.

The Grounds Department has re-constructed the cricket square, outfield and net area in the last ten years and has also focused on developing talent through apprenticeships. The Grounds team have recently been awarded the IOG Professional Cricket Grounds Team of the Year award, as well as being awarded a commendation in 2019 for four-day pitches from the ECB.

A flexible approach to working irregular working patterns during the season is essential.

For further information regarding Sussex Cricket, please visit [www.sussexcricket.co.uk](http://www.sussexcricket.co.uk).

The person must be eligible to work in the UK.

To apply, please send a covering letter setting out how you meet the requirements of the role, including a copy of your CV to [\*\*recruitment@sussexcricket.co.uk\*\*](mailto:recruitment@sussexcricket.co.uk)

Closing date for applications: **5pm on Friday 10 January 2020.**

Please note that applications received after this time will not be considered.

**No agencies thank you.**



## Job Description

<b>Job Title:</b>	Head Groundsperson
<b>Reports To:</b>	Director of Cricket
<b>Responsible For:</b>	Grounds Teams x 10 (Hove, Blackstone, BACA and Preston Nomads CC)
<b>Hours:</b>	Full-time with a requirement to work during evenings and at weekends
<b>Remuneration:</b>	Competitive plus 25 days' annual leave

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### Role Purpose

To work collaboratively with the Professional Cricket department to deliver the optimum first-class standard pitch and ground conditions. Responsible for playing surfaces at Sussex Cricket outgrounds.

### Key Responsibilities

- Ensure compliance with the Health and Safety at Work Act 1974 and associated legislation in your team, ensuring appropriate safety systems are maintained and a culture of safe working is actively promoted and implemented
- Provide effective supervision and line management, aligned to the Organisation's values, encouraging high levels of team performance, team welfare and customer service
- Key role in the recruitment of your team (with support from the Head of People)
- Manage team absences and rotas, in accordance with Sussex Cricket's policies, ensuring appropriate levels of cover and attendance
- Review team performance and identify development opportunities, enabling all members of the department to realise their potential
- Ensure continuing professional development for all groundstaff
- Work collaboratively with the Leadership Team and across the wider Organisation, to achieve the Club's strategic goals
- Project a positive image of Sussex Cricket at all times

### The 1<sup>st</sup> Central County Ground

- Manage the preparation of the playing and practice surfaces of the 1<sup>st</sup> Central County Ground for first-class and other cricket or events
- Ensure that covers are placed on the square in accordance with ECB regulations and in response to weather conditions
- Set up the pitch for matches i.e. set boundary ropes, sightscreens, stumps
- Liaise with the umpires during the home matches to ensure all weather delays are kept to a minimum



- Monitor, measure and evaluate the playing performance and characteristics of the playing surfaces
- Develop strategies to ensure that playing surfaces are kept to the highest possible standards, keeping up-to-date with changes in technology and techniques
- Play an active role in concert planning and activities

### **Out grounds**

- Accountability for the playing and practice surfaces at Blackstone, Brighton Aldridge Community Academy Preston Nomads CC
- Overall responsibility for the playing surfaces of the 'out ground' pitches for county matches, including meeting and working with the out ground grounds' teams to ensure pitches are properly prepared to the required standard
- Attend the out grounds on match days if required
- To actively promote groundsmanship and good grounds-maintenance practices in recreational cricket across the County, playing an active role in the 'Sussex Association of Cricket Groundsmen'

### **Maintenance**

- Carry out checks and routine maintenance to turf care machinery, ensuring that all ground equipment is serviced annually, or in accordance with best practice guidelines
- Manage the fertilising and application of chemicals to the ground, ensuring all regulatory and suppliers' instructions are adhered to, maintaining correct records

### **Health and Safety**

- To be fully knowledgeable of the Health and Safety regulations relating to the work of the Grounds team
- Understand and communicate the legislation relating to chemicals and dangerous substances
- Promote safe working practices and a nurture a strong safety culture at all times

### **Security**

- Ensure all Grounds team equipment is securely and safely stored

### **Administration**

- Prepare, implement and monitor annual maintenance programmes, ensuring the required standard of surface presentation
- Plan, implement and manage the work programmes and budgets set for the department
- Keep up-to-date records of all pitches' usage and performance
- Prepare reports and attend management and committee meetings
- Any other task related to the role and business objectives that the Chief Executive may deem appropriate



<b>Essential Criteria</b>	
<b>1. Qualifications</b>	
	Minimum Diploma level 3 (although level 4 would be desirable) NPTC pesticide application
<b>2. Experience</b>	
	Extensive experience as a senior or deputy groundsperson at first-class county cricket club level Experience of reconstructing pitches and playing surface rejuvenation Previous experience of budget management.
<b>3. Skills &amp; Knowledge</b>	
	Demonstrable experience of producing high-quality first-class pitches Excellent communication and interpersonal skills Demonstrable excellent organisational skills Excellent administrative skills, including strong IT skills Good time management skills Successful track record in leading a team
<b>4. Personal Qualities</b>	
	Good clear communication skills with a welcoming manner towards people A willingness to learn and develop personal skills Values-driven Collaborative approach Sound decision-making Calm under pressure A willingness to work irregular working patterns as per the operational demands A team-player who can motivate and inspire others to achieve excellence A professional attitude and appearance A positive approach and a “can-do” attitude A proactive approach to work A commitment to continuous improvement