

Person Specification

Multi-Skilled Grounds Manager / Supervisor

Criteria	Essential	Desirable
Experience	<p>Minimum of 5 years' experience in grounds maintenance, landscaping or horticulture</p> <p>Management or supervisory experience</p> <p>Good working knowledge of grounds maintenance machinery and maintenance</p> <p>Ability to operate grounds maintenance machinery and equipment safely and competently.</p> <p>Understanding H&S requirements of grounds maintenance</p> <p>Ability to follow instructions, risk assessments, and a planned programme of works.</p> <p>Good organisational skills, with the ability to manage workload effectively</p> <p>Familiarity with PUWER, COSHH</p>	<p>Experience of leading a grounds maintenance team</p> <p>Experience of training apprentices or trainees</p> <p>Experience of planning and prioritising work load</p> <p>Experience of pricing jobs</p> <p>Experience of operating machinery related to grounds maintenance</p> <p>Working within a public sector organisation</p>
Qualifications	<p>Accredited Health and Safety qualification,</p> <p>Pesticides Sprayer PA1, PA6,</p> <p>Certificate of Competence in the Safe Use of Hand-held Hedge Cutter</p> <p>First Aid at work certificate or willingness to undertake</p> <p>Full, valid UK driving licence.</p>	<p>Able to write risk assessments and SSOWs</p> <p>Aware of environmental sustainability and biodiversity practices</p>

	Level 3 or 4 qualification in Grounds Maintenance Operations	
Knowledge and Skills	<p>Competent in basic maths and English</p> <p>Working knowledge of Health and Safety legislation and safe systems of work relevant to grounds maintenance and outdoor operations.</p> <p>Ability lead by example</p> <p>Good organisational and planning skills</p> <p>Ability to deal with the public, councillors and external partners</p>	
Personal Attributes	<p>Reliable, punctual, and dependable.</p> <p>Calm and professional approach under pressure.</p> <p>Willingness to take responsibility and make decisions within own authority.</p> <p>Flexible and adaptable to changing workloads and priorities.</p> <p>Physically able to undertake outdoor manual work in all weather conditions.</p> <p>Strong work ethic and professional approach to duties.</p>	<p>Positive and supportive leadership style.</p> <p>Commitment to continuous improvement and staff development.</p> <p>Proactive approach to identifying and resolving issues.</p>
Other Requirements	<p>Full UK driving licence (or ability to travel between sites).</p> <p>Willingness to work occasional evenings or weekends if required.</p>	