

Grounds and Pitch Care Operative

Job Description

The Role

Job title:	Grounds and Pitch Care Operative
Department:	IT and Estates
Responsible to:	Estates Team Leader
Location:	Cirencester
Salary:	Grade 5: starting salary £26,707 per annum <u>Please note:</u> it is the university's policy to appoint new staff at the bottom of the pay scale, unless there are demonstrable exceptional skills and experience the candidate brings with them.
Term:	Full-time, permanent, 35 hours a week - some weekend work required.
Relationships with:	Staff, students, suppliers, contractors and other organisations

Purpose

This role will play a significant part in the ongoing development of our sports pitches and sporting facilities as part of a long-term strategy for the use of the RAU's grounds. It will be physically demanding, require significant lone working and will be shaped by the seasons across the year. We are looking for a highly enthusiastic, skilled and dedicated person to ensure our sporting facilities are kept to the best standards. The majority of time will be spent outdoors, operating and maintaining machinery to ensure that all of our sports pitches are maintained and managed to the highest standards to ensure a quality experience for all players, coaches, match officials and students.

Key Responsibilities

- 1.** Pitch Maintenance - procedures including but not limited to; mowing, marking, aeration, fertilising, scarifying, frost cover application, top dressing, seeding.
- 2.** Regular maintenance and cleaning of artificial playing surfaces.
- 3.** Equipment maintenance – ensuring goals, ball stopping nets, advertising boards etc are kept in good condition and fit for use.
- 4.** Machinery maintenance – maintaining, and cleaning, visual checks of all pitch and grounds maintenance machinery to ensure safety and that equipment is fit for purpose.

- 5.** Ensuring the safety of all playing surfaces
- 6.** Adhere to University's Health and Safety procedures and uphold safety standards with regard to the sporting grounds and pitches, in collaboration with the Health & Safety Manager.
- 7.** Planning and agreeing with stakeholders on pitch management, rotation and usage in order to deliver the best possible playing surfaces.
- 8.** Liaising with RAU Sport management / Students Union staff regarding booking and usage of the pitches and grounds for RAU sporting fixtures.
- 9.** Liaison with commercial third parties booking the pitches for weekend fixtures and events.
- 10.** Maintain accurate records of grounds and pitches activities, including maintenance schedule and actions.
- 11.** Collaborating with other members of the maintenance and gardening team to ensure a cohesive programme of effective and efficient campus maintenance.

General responsibilities:

- The University is committed to equality of opportunity. All staff are required to comply with current legislation, University policies and good practice guidance.
- All staff are required to act in a way that safeguards the health and wellbeing of children and vulnerable adults at all times. The post holder must be familiar with and adhere to appropriate safeguarding policies and guidance and participate in related mandatory/statutory training. Managers have a responsibility to ensure their team members understand their individual responsibilities with regard to safeguarding children and vulnerable adults.
- All staff are required to participate in the University appraisal process and should ensure they are familiar with the process and plan time to prepare for their appraisal. Following the appraisal, staff are expected to undertake in any necessary learning and development and work towards the objectives that have been set.
- The University expects staff to attend any training designated as mandatory and to undertake learning and development activities to support their role. Managers must facilitate learning and development within their teams.
- It is a condition of employment that staff will not disclose any information obtained in the course of their duties other than to those entitled to receive it. The post holder must ensure that the confidentiality of personal data remains secure and that restricted information or highly restricted information to which they have access remains confidential during and after their employment at Royal Agricultural University. All staff must undergo appropriate data protection training as required.
- All absence from work must be reported in accordance with the University's absence procedures and recorded on iTrent.
- The University acknowledges its responsibility to provide a safe, smoke free environment, to its employees, service users and visitors. It is the policy of the University not to allow smoking on University premises other than in specifically designated areas.

University Values

As a University we have chosen five values to underpin our learning community. These are the values which we will all work by and for which we want the RAU to be known. We are:

- Collaborative - we believe in the power of working together. We are stronger as a community of practice - inspiring each other, identifying shared goals, and providing reciprocal support leads to greater success.
- Open-Minded - we are receptive to new ideas and we value the diversity of experiences and skills. We are committed to listening to everyone across the RAU community.
- Resourceful - we adopt creative approaches to achieve our goals while setting higher standards, promoting professionalism and sustainability.
- Responsible - individually and collectively we take accountability for our actions working with integrity to achieve the highest ethical standards.
- Inclusive - we acknowledge the fundamental value and dignity of all individuals and are committed to maintaining an environment that seeks to eliminate all forms of discrimination and respects diverse traditions, heritages, and experiences.

Person Specification

Qualifications	Essential (E) or Desirable (D)	Measured by; A – Application form B – Interview C - Presentation
A good standard of general education - GCSE or equivalent	E	A
NVQ level 2 in sports turf management or equivalent	D	A
Spraying certificates (or working towards including completion date)	D	A

Knowledge, Skills & Experience	Essential (E) or Desirable (D)	Measured by; A – Application form B – Interview C - Presentation
Understanding of, and experience in, maintenance and renovation practices regarding a variety of sports and grass surfaces	E	A/B
Physically able to meet the demands of the job, including being able to manually lift 25kg	E	A/B
Able to demonstrate a flexible and adaptable approach to work, showing initiative, and good time and resource management	E	A/B
Proven experience of developing and maintaining sports pitches and grounds to a high standard	E	A/B
Collaborative approach to working with sports teams and other relevant parties to make pitches match ready.	D	A/B
Able to work independently and meet deadlines as well as working effectively as part of a team.	D	A/B

Application Procedure

If you are interested in applying for this role, please send:

- University [Application Form](#) together with the [Equal Opportunities Monitoring Form](#) available on the University website www.rau.ac.uk) – you may attach your up to date CV if you wish to add additional information.
- Details of two referees who must be people who can comment authoritatively on you as a person and as an employee in relation to the level of the post, and must include your current or most recent employer or their representative.
- Please forward to the HR Team, Royal Agricultural University, Cirencester, Gloucestershire, GL7 6JS or via email to jobs@rau.ac.uk stating where you saw the advert for the role
- **Closing date:** 30 August 2026 with **Interviews on:** 11 September 2026
- We acknowledge receipt of all applications within two working days. If you do not receive an email from us after submitting your application, please let us know by sending a new email **without any attachments** to Human.Resources@rau.ac.uk so we can check if your application has reached us.
- Should you be selected for interview please be aware that we are unable to reimburse interview expenses.
- **Please note:** it is the university's policy to appoint new staff at the bottom of the pay scale, unless there are demonstrable exceptional skills and experience the candidate brings with them.

The RAU is an equal opportunities employer and we particularly welcome applications from black and minority ethnic candidates as they are underrepresented within the RAU at this level.