

Job Title	Grounds Maintenance Operative
Division/Location	TFM Grounds
Reporting to	Team Leader
Weekly Hours	40
Grade/Salary	£21,673.9

Job Description
The Role:
Delivering the grounds maintenance for one of our most prestigious contracts . Undertaking all aspects of grounds maintenance, operating and maintaining the appropriate machines, keeping areas tidy and free from debris/litter, lining pitches, shrub/tree pruning, hedge cutting, and weed spraying
Main Responsibilities:
<ul style="list-style-type: none"> • Mowing, using ride on and pedestrian machines, strimming, lawn edging, turfing, seeding. • Grass maintenance across all 12 sites, including clearing grass clippings from hard surfaces after cutting. • Using recognised horticultural practice for weed and pest control, including herbicide, fungicide and pesticide use in accordance with appropriate licenses and COSHH regulations. • Litter picking/street cleansing duties as required. • Carrying out basic tree maintenance as required. • Driving various vehicles within the scope of an appropriate license. • Carrying out basic care and maintenance to plant, tools and equipment. • Completing paperwork as instructed. • Complying with Norse's duties in respect of equalities, health and safety, data protection, freedom of information, and other relevant statute. • Complying with the Employee Code of Conduct and meet the requirements of the Groups core competencies. • Observing and continually promoting equalities and customer care in compliance with the Group's policy and expectations. • Ensuring that reasonable care is always taken for the health, safety, and welfare of you and other persons and complying with the policies and procedures relating to health and safety.
Other Duties
The duties listed are not exhaustive and may be varied therefore the post holder will be expected to undertake other duties as appropriate to the role and as requested by his/her line manager, including:
<ul style="list-style-type: none"> • Carrying out duties appropriate to the grade of the post, including occasional travel to other offices as required. • Promoting continuous improvement and delivering demonstrable high-quality products and services which embrace quality standards. • Demonstrating personal commitment to the Norse Way CSR Strategy.

Approval/Review Date			
Approved by Operations Director:		Date :	
Approved by HR Director:		Date :	

Person Specification			
Category	Requirement	Essential or Desirable	Assessment Method Application Form (AF) Interview (I) Test(T)
Qualifications/ Knowledge/ Training	PA1 and PA6 certification. Herbicide application experience.	Essential	AF/I
	Knowledge of horticulture practices (e.g. Bedding displays, weed control).	Desirable	AF/I
	Evidence of basic knowledge of employee obligations regarding Health and safety.	Desirable	AF/I
Experience	Demonstrable experience of working in a similar role.	Essential	AF/I
	Herbicide application experience.	Essential	AF/I
	Experienced in the use of grounds maintenance equipment.	Desirable	AF/I
	Evidence of having worked as part of a team.	Desirable	AF/I
Skills/Abilities	Ability to deliver excellent customer service .	Essential	AF/I
	Able to clearly understand written and verbal instructions.	Essential	AF/I
Other Requirements	Full UK Driving Licence.	Essential	AF

General
<p>Job descriptions are accurate at the time of compilation but are open to change and therefore will be subject to regular review.</p> <p>It is the individual's responsibility to take reasonable care for the Health, Safety and Welfare of themselves and others in accordance with the Health & Safety at Work Act (1974) and associated Company policy and procedures.</p> <p>The individual is required at all times to comply with the provisions of the Data Protection Act 2018 (DPA) and the General Data Protection Regulation (GDPR) and with any policy introduced by the Company to comply with the Acts.</p> <p>We are committed to employment practices and behaviours which encourage diversity, promote equality of treatment and eliminate unlawful and or unfair discrimination.</p>

Our Values

You will be expected to promote and adhere to the workplace values of our organisation:

Quality – We strive to deliver outstanding quality and make business excellence the standard by which we measure ourselves.

Innovation – We embrace new ideas and have the courage to be creative so our services are delivered in the most effective and safe way possible.

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Respect – We value everyone as an individual. We respect their rights, life choices and the personal contribution they make to our business success.

Trust – We want to be a trusted provider, partner and employer, recognising that to do so, our word must be our bond. If we say we will do something, we do it

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