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| Job Title | Grounds Chargehand |
| Division/Location | East Hampshire Norse |
| Reporting to | Assistant Manager/Supervisor |
| Weekly Hours | 37 |
| Grade/Salary | £25,224 |

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| Job Description |
| The Role: |
| <p>To deliver grounds maintenance to a high standard throughout the Borough of Havant and adjoining areas, carrying out works in schools, municipal parks, sports pitches, and open spaces.</p> <p>Undertaking all aspects of amenity/sports turf maintenance, operating and maintaining the appropriate machines, Grass cutting, lining pitches, shrub/tree pruning, hedge cutting, and weed spraying etc. Checking work schedules are completed.</p> |
| Main Responsibilities: |
| <ul style="list-style-type: none"> • Monitor staff performance and issue work instructions. • Grass maintenance in parks, open spaces, and highways. Preparation and repair of cricket pitches. • Using recognised horticultural practice for weed and pest control, including herbicide, fungicide and pesticide use in accordance with appropriate licenses and COSHH regulations. • Carry out basic care and maintenance to plant, tools and equipment. • Complete paperwork as instructed. • Comply with Norse's duties in respect of equalities, health and safety, data protection, freedom of information, and other relevant statute. • Comply with the Employee Code of Conduct and meet the requirements of the Norse's core competencies. • Carry out other duties from time to time, provided they are within the general level of responsibility of the post and within the abilities of the post holder. • Observe and continually promote customer care in compliance with Norse's policy and expectations. • Ensure that reasonable care is always taken for the health, safety, and welfare of you and other persons and to comply with the policies and procedures relating to health and safety |
| Other Duties |
| <p>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:</p> <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. |

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

| Person Specification | | | |
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| Category | Requirement | Essential or Desirable | Assessment Method Application Form (AF) Interview (I) Test(T) |
| Qualifications/ Knowledge/ Training | RHS Horticultural Qualifications | Desirable | AF/I |
| | PA1/PA6 Weed spraying Certificate | Desirable | AF/I |
| | Knowledge of marking and preparation of sports pitches | Desirable | AF/I |
| Experience | Experience working within a commercial Grounds Maintenance role | Essential | AF/I |
| | Experience using plant and maintenance equipment | Essential | AF/I |
| | Experience supervising or leading a team | Desirable | AF/I |
| Skills/Abilities | Ability to deliver excellent customer service and deal with the public | Essential | AF/I |
| | Ability to work under pressure and deadlines | Essential | AF/I |
| | Ability to work well within a team and to your own initiative | Essential | AF/I |
| | Ability to follow health and safety at all times | Essential | AF/I |
| Other Requirements | Full UK driving licence to meet travel requirements of the role | Essential | AF/I |

| General |
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| <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> |

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|----------------------------------|--|-----------|--|
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| Approved by HR Director: | | Date : | |

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.

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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