

Job Description

Service:	Grounds Maintenance
Job title:	Ground Maintenance Operative
Grade:	Grade C
Hours of work:	37
Responsible to:	Grounds Maintenance Manage
<p>Responsible for a range of skilled horticultural and general duties in parks, play areas, and other open spaces in Huntingdonshire. You will have experience in ride on mowers, strimmer's, hedge trimmers and blowers.</p>	
Direct reports:	N/A
Indirect reports:	N/A
Budget:	N/A

Purpose of Post:

The postholder will support the delivery of grounds maintenance and environmental services across the Council's parks, open spaces and public areas, helping ensure they remain safe, clean and well presented for residents and visitors.

While the role includes a variety of operational and seasonal duties, the primary focus of the position is the routine maintenance of soft landscaped areas, with the majority of working time spent undertaking grass cutting and hedge maintenance operations. Work programmes change regularly depending on seasonal demand, weather conditions and operational priorities, requiring flexibility, reliability and a consistent approach to safe working in public environments.

The role involves working both independently and as part of a team, operating machinery, maintaining equipment and interacting professionally with members of the public as a visible representative of the Council.

Key Deliverables:

- Manage own workload efficiently
- Communicate with the public about works
- Grass cutting using pedestrian and ride-on mowers
- Strimming around obstacles, trees, street furniture and fences
- Hedge cutting and shrub maintenance
- Tree and plant pruning
- Planting of trees, shrubs and bedding plants
- Weed control using mechanical and chemical methods
- Preparation and marking out of sports pitches
- Erection, inspection and removal of goal posts and sports equipment
- Litter picking and removal of dumped materials
- Leaf clearance and seasonal works
- Fence installation and minor repairs
- Removal of green waste and arisings
- Reporting defects, hazards and incidents
- Operating and towing trailers where authorised
- Responding to enquiries from members of the public
- Supporting emergency or reactive works (e.g. storm damage clearance)



	Essential (E) or Desirable (D)	Method of assessment
Knowledge and Qualifications		
Full UK Manual Driving Licence	E	Application form / Driving Assessment
Experience In towing large Trailers	D	Application form / interview
Horticultural Qualifications or Experience	D	Application form
Experienced Mower Driver	D	Application form / interview
NPTC or LANTRA chainsaw certificate	D	Application form
Experience		
Experience working in an outdoor practical/ physical role	D	Application form / interview
Experience operating mowers, strimmer's or hedge cutters	D	Application form / interview
Experience working as part of a team to complete scheduled work	D	Interview
Experience working safely in public environments with machinery following safe working practices	D	Interview
Experience in grounds maintenance or horticulture	D	Interview



Skills and Abilities		
Ability to make sensible on-site decisions to maintain safety and service quality	E	Interview
Ability to communicate clearly and professionally with members of the public	E	Interview
Ability to remain reliable and consistent when undertaking repetitive outdoor work in varying weather conditions	E	Interview
Ability to work cooperatively within a team and support colleagues to complete tasks	E	Interview
Ability to respond calmly and appropriately to unexpected situations or interruptions	E	Interview
Decision Making and Impact on Others	<p>The postholder follows set work programmes and safe working procedures, organising daily tasks accordingly.</p> <p>The role requires routine on-site judgement when operating heavy machinery in public areas, including adjusting or stopping work where hazards are present.</p> <p>Issues outside normal maintenance are reported to a supervisor. The role has no financial or supervisory responsibility but directly affects public safety and the presentation of council land.</p>	



<p>Communication with Internal and External Customers</p>	<p>The postholder has regular day-to-day contact with members of the public while working on site, providing basic information about works being undertaken and responding politely to enquiries.</p> <p>The role involves routine communication with supervisors and colleagues to receive work instructions, report defects, hazards and incidents, and coordinate daily activities.</p> <p>Internal customer contact 10%</p> <p>External customer contact 90%</p>
<p>Personal Attributes and Other Requirements</p> <p>(E) Essential</p> <p>(D) Desirable</p>	<p>The postholder must be willing to work outdoors in all weather conditions and demonstrate reliability through good attendance and timekeeping. A positive and professional attitude is required when representing the Council in public areas. E</p> <p>The role requires flexibility to support seasonal service demands and a consistent commitment to safe working practices. The postholder should also be willing to undertake training relevant to the role where required. E</p>
<p>HDC values</p> 	<p>The values outlined below reflect our collective positive attitude and how all staff are expected to work together as one team.</p> <p>Inspiring: We have genuine pride and passion for public service; doing the best we can for customers.</p> <p>Collaborative: We achieve much more by working together, and this allows us to provide the best service for customers.</p> <p>Accountable: We take personal responsibility for our work and our decisions, and we deliver on our commitments to customers.</p> <p>Respectful: We respect people’s differences and are considerate to their needs.</p>



	<p>Enterprising: We use drive and energy to challenge the norm and adapt to changing circumstances. We are always ready for challenges and opportunities, and we embrace them.</p>
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Safeguarding and promoting the welfare of children and young people/vulnerable adults

Huntingdonshire District Council is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all staff and volunteers to share this commitment.

- Ability to safeguard and promote the welfare of children and young people/vulnerable adults