Person Specification
Senior Groundsman

	Essential	Desirable
Qualifications, and Training	• Good level of education (GCSE Maths and English, NVQ or relevant experience). • Full UK driving licence (multi-site working).	• Level 3 or 4 in horticulture • PA1 & PA6 Safe Application of Pesticides • Appropriate qualification in skilled trades or health and safety. • First Aid Qualification. • Appropriate Safeguarding Training.
Experience, knowledge and Skills	• Practical grounds and horticulture experience. • Good knowledge of health and safety and buildings and grounds maintenance procedures. • Ability to lead and motivate a team. • IT literate (email, spreadsheets, compliance systems). • Experience of dealing with a variety of people and understands the need for effective relationships.	• An understanding of how to manage premises and estates on a day-to-day basis.
Personal Qualities and Attributes	• Strong organisational and time management skills. • Excellent communication and interpersonal skills. • Ability to promote and develop positive relationships. • Humility, resilience, and optimism. • Honesty and integrity. • Reliable, proactive, and solution focused.	
Initiative and Motivation	• Supports the Trust's visions, values and behaviours and can inspire, challenge, and motivate others. • Self-motivated with the ability to prioritise workload effectively under pressure	

Commitment	• Shows commitment to professional and learning development. • Commitment to diversity and equality of opportunity in all working practices. • Commitment to safeguarding and promoting welfare of children	
Attendance	• A good attendance record in current employment, (not including absences due to disability).	

The postholder is required to ensure they have the appropriate business insurance to meet the requirements of the post.