

Sports Pitch Maintenance Operative

Salary: £17.47 per hour (FTE salary £33,612)

Payscale: SCP22

Hours per week: 15 hours with days and hours flexible

Reporting to: Facilities Manager

Location: Haddenham

This is a new role that has been created to ensure the Council maintains its sports pitches, playing fields and associated recreational areas to a high standard, ensuring they are safe, well-presented and fit for regular community and sporting use. The postholder will work as part of a small, grounds maintenance team and will take particular responsibility for the day-to-day maintenance and preparation of sports pitches. The role will involve regular contact with local sports clubs and users, helping to ensure that facilities meet their needs while balancing this with the Council's wider responsibilities for the management of its recreation grounds. The successful candidate will be practical, reliable and able to work independently while also being a supportive member of a small team

Key Responsibilities:

Sports Pitch Maintenance

- Carry out routine maintenance of football, cricket and other sports pitches and playing surfaces.
- Prepare pitches for matches, training sessions and other sporting activities.
- Mow sports pitches and surrounding areas to the appropriate height and frequency.
- Carry out line marking to a consistently high standard and in accordance with the requirements of individual sports.
- Undertake aeration, scarification, spiking, verti-draining and other appropriate turf maintenance.
- Carry out basic renovation and repair work to worn or damaged areas, particularly goal mouths and other high-wear areas.
- Monitor the condition of pitches and identify areas requiring additional maintenance or specialist attention.
- At the required time carryout pitch inspections and submit reports for pitch power grants.
- Maintain sports pitch surrounds, access areas and associated grassed and paved areas.
- Undertake appropriate weed, moss and pest management in accordance with Council procedures and relevant legislation.

Inspection and Safety

- During the playing season carry out weekly football pitch inspections and liaise with the football clubs to confirm if the pitches can be played on or are unsuitable for use due to adverse weather conditions, or excessive wear or other issues.

- Report defects, hazards or maintenance requirements promptly to the Facilities Manager.
- Maintain accurate records of maintenance, inspections and pitch conditions where required.
- Report incidents, accidents, vandalism and other concerns in accordance with Council procedures.

Working with Sports Club

- Develop positive and professional working relationships with the sports clubs and regular pitch users.
- Liaise with clubs regarding the timing of pitch preparation, maintenance requirements and practical issues affecting their use of the facilities.
- Respond positively to reasonable requests from clubs while ensuring that Council policies and maintenance standards are followed.
- Obtain feedback from clubs about pitch condition and communicate relevant issues to the Facilities Manager.
- Explain maintenance requirements and pitch restrictions to users where necessary.
- Encourage clubs and users to report damage, problems and maintenance issues promptly.
- Work collaboratively with clubs to minimise unnecessary wear and help protect the Council's playing surfaces.

General Grounds Maintenance

- When time allows, assist other members of the grounds maintenance team with the maintenance of the Parish Council's parks, recreation grounds, open spaces and other land.
- Undertake grass cutting, hedge trimming, strimming, pruning, weed control, watering and general grounds maintenance as required.
- Empty litter bins and assist with litter picking where required.
- Assist with the maintenance of paths, hardstanding, fencing, gates, benches and other site furniture.
- Assist with the preparation of recreation grounds for community events.
- Respond to seasonal priorities and changing maintenance requirements.
- Carry out other reasonable grounds maintenance duties consistent with the role.

Machinery, Equipment and Vehicles

- Safely operate grounds maintenance machinery and equipment for which the postholder is trained and authorised, including tractors, mowers, strimmers, line-marking equipment and other specialist machinery.
- Carry out routine daily checks and basic maintenance of machinery.
- Report mechanical defects and maintenance requirements promptly.
- Keep tools, machinery and equipment clean, secure and in good working order.
- Operate Parish Council vehicles and trailers where appropriately licensed and authorised.

- Ensure machinery and equipment is used in accordance with manufacturers' instructions and Council health and safety procedures.

Team Working

- Work closely with the Senior Grounds Maintenance Operative and other members of the small maintenance team.
- Assist colleagues with wider maintenance tasks when pitch maintenance priorities allow.
- Share knowledge and practical experience with other members of the team.
- Communicate effectively about daily work priorities, site issues and upcoming pitch requirements.
- Be flexible in responding to weather conditions, seasonal workloads and urgent maintenance requirements.

Health and Safety

The postholder will:

- Work in accordance with the Parish Council's health and safety policies and procedures.
- Take reasonable care of their own health and safety and that of others affected by their work.
- Use appropriate personal protective equipment (PPE).
- Follow safe systems of work and risk assessments.
- Report hazards, accidents, near misses and defective equipment.
- Ensure machinery and equipment is operated safely and only when appropriately trained.
- Be aware of the risks associated with working outdoors, including machinery, manual handling, adverse weather, uneven ground, chemicals and interaction with members of the public.

Environmental Responsibilities

The postholder will support the Council's commitment to responsible management of its land by:

- Using sustainable grounds maintenance practices wherever practical.
- Minimising unnecessary use of chemicals, water and other resources.
- Following the Council's environmental and biodiversity policies.
- Protecting trees, hedges, wildlife habitats and other environmental features when carrying out maintenance.
- Ensuring grass cuttings, green waste and other materials are managed appropriately.

Customer and Community Relations

As a representative of the Parish Council, the postholder will be expected to:

- Treat residents, sports clubs, visitors and other members of the public courteously and professionally.
- Provide helpful information within the limits of their role.

- Refer complaints, requests and issues outside their authority to the appropriate Council officer.
- Promote a positive image of the Parish Council and its facilities.

Other Duties

The postholder may be required to undertake other reasonable duties appropriate to the level and nature of the post.

The Parish Council is committed to providing appropriate training and development to enable the postholder to carry out their duties safely and effectively.

Person Specification

Experience and Knowledge

- Good understanding of turf and grass maintenance.
- Previous experience maintaining football pitches, cricket grounds or other sports surfaces.
- Experience of operating grounds maintenance machinery.
- An understanding of the requirements of maintaining sports pitches, or a willingness to develop this knowledge.
- Awareness of health and safety requirements when working with machinery and outdoors.
- Qualification in sports turf, horticulture, grounds maintenance or a related discipline.
- PA1/PA6 or other relevant pesticide application qualification.
- Relevant machinery certificates or training.
- Experience of line marking sports pitches.
- Full UK driving licence.
- Experience of working for a local authority, parish council, sports club or similar organisation.

Skills and Abilities

- Practical and hands-on approach to work.
- Good attention to detail, particularly when preparing sports pitches.
- Ability to organise and prioritise daily tasks.
- Ability to work independently and as part of a small team.
- Good communication skills.
- Ability to develop positive working relationships with sports clubs and members of the public.
- Ability to identify and report maintenance issues.
- Reliable and able to work in all reasonable weather conditions.

Personal Qualities

- Enthusiastic and committed to maintaining high-quality community facilities.
- Responsible and conscientious.
- Flexible and willing to assist colleagues.

- Professional and approachable.
- Takes pride in the quality of their work.
- Willingness to learn and undertake additional training.

Working Arrangements

The role is predominantly outdoors and will involve physical work in a range of weather conditions. The postholder may be required to work occasional evenings, weekends or outside normal hours to meet operational requirements, particularly during busy sporting periods or in connection with community events.

The postholder will be expected to work flexibly according to seasonal requirements. Sports pitch maintenance is particularly weather-dependent, and priorities may need to change at short notice following periods of heavy rain, drought, frost or other adverse conditions.

Performance Expectations

The postholder will be expected to contribute to:

- Well-maintained, safe and playable sports pitches.
- Consistent standards of pitch preparation and presentation.
- Good communication and relationships with sports clubs.
- Effective teamwork within the Parish Council's maintenance operation.
- Safe and responsible use of machinery, equipment and resources.
- A positive experience for residents and visitors using the Council's sports facilities.

August 2026.