JOB DESCRIPTION

JOB TITLE	Grounds Maintenance Operative
DATE	Nov 2026
DIVISION	Public FM
SITE / OFFICE	
REPORTS TO	

ROLE OVERVIEW

As a Grounds Maintenance Operative, you will play a key role in maintaining the University's extensive grounds and outdoor spaces to an exceptional standard. Working across a variety of campus environments, you will undertake a wide range of both manual and mechanical grounds maintenance activities, helping to create safe, attractive, and welcoming surroundings for students, staff, and visitors. You will be expected to work in accordance with health and safety policies, taking responsibility for your own safety and that of colleagues, contractors, and members of the public who may be affected by your work.

KEY TASKS & RESPONSIBILITIES

- Perform general grounds maintenance to a high standard, including both mechanical and manual tasks.
- Maintain amenity lawns, high-profile areas, and gardens.
- Carry out soil cultivation, planting, pruning, mulching, watering, and weeding.
- Undertake weed and moss control and keep paths and borders clear of litter.
- Safely operate and maintain grounds machinery (ride-on mowers, tractors, trimmers, leaf blowers).
- Empty litter bins according to schedules.
- Perform gritting and snow clearing duties when required.
- Ensure safe use, storage, and disposal of pesticides.
- Maintain a clean and secure work area and yard.
- Promote health and safety and comply with QSHE requirements.
- Support biodiversity and sustainability initiatives.
- Assist with manual tasks and other duties as directed.

QUALIFICATIONS, SKILLS & EXPERIENCE

- Must have Right to Work in the UK and willingness to undertake a DBS.
- Full UK Driving Licence.
- Practical experience in grounds maintenance on a large estate.
- Hands-on team working ability.
- Good knowledge of grounds maintenance operations and safe equipment use.

- Ability to manage time effectively and work well in a team.
- Understanding the importance of maintaining high standards for campus users.
- Positive attitude, responsive to deadlines and customer requests.

Desirable:

- Lantra/NPTC qualifications for powered and ride-on equipment.
- Previous employment in land-based industry.
- Advanced knowledge of grounds maintenance and machinery repair.
- Tractor driving experience.
- Experience working in educational, public, or private sectors.

WORKING ARRANGEMENTS

This position will be based at <site/location>, working <shift pattern / hours>.

ACCEPTANCE OF ROLE

Revisions:

The Company reserves the right to alter these responsibilities and you will be advised of any changes through the normal method of communication.

AGREEMENT:

I confirm that I have read and agree with the responsibilities specified within the Key Tasks and Responsibilities Section of this job description

Name:

(Job Holder)

Signature: Date:

Name:

(Line Manager)

Signature: Date: