



## Aberdeen Football Club Job Description

<b>Name:</b>	
<b>Job Title:</b>	Deputy Head Groundsperson
<b>Line Manager:</b>	Head Groundsperson
<b>Line Manager for:</b>	N/A
<b>Date Started:</b>	
<b>Overall Purpose of Job:</b>	
<p>Overall responsibility for the function to deliver first class results as a member of the Groundstaff team. Joint responsibility for the production, maintenance, and coordination of playing surfaces, sports, or other recreational facilities to the highest quality standards.</p> <p>Providing and maintaining the highest standard of facilities, ground condition and training grounds, this position will work as part of the Groundstaff team who are responsible for the total recreational experience and the cost-effective delivery of services with all the attendant time, financial, compliance and end user satisfaction pressures.</p> <p>(Note: In addition to these functions, you may be required to carry out other duties as may be reasonably required for supporting the business).</p>	
<b>Main Responsibilities/Description of Duties:</b>	
<ul style="list-style-type: none"><li>• Maintain and manage all grounds activities to consistently achieve the recognised standards and availability. Ensure end users have the best possible experience.</li><li>• Ensure the efficient maintenance and availability of all physical resources:<ul style="list-style-type: none"><li>➤ Main focus on Training Grounds</li><li>➤ Playing surface or landscape. Oversee any construction activities.</li><li>➤ Property or structures within the total amenity area.</li><li>➤ Equipment and materials (machinery is of importance)</li><li>➤ Supervision of Groundstaff/Baxter Storey Operations Team</li></ul></li><li>• Recommend and guide the Club's management and its end users on best practice and use of the available facilities.</li><li>• Determine user needs and actively promote the organisation's services and facilities whenever possible, including consultation with groups or individuals.</li><li>• Seek to improve and innovate more efficient ways of working and utilising the facilities. Assist with the preparation, management and monitor a grounds budget. Budget will cover labour resources, grounds maintenance materials, external contractors, machinery maintenance, purchase of new equipment, and capital works.</li><li>• Co-ordinate the negotiation, purchase, storage and control of all consumable materials, equipment and services in a cost-effective manner. Ensure the availability of supplies and use of nominated suppliers and preferred partners.</li><li>• Receive Executive direction on objectives. Work thereafter is reviewed only for adherence to policy and general effectiveness.</li></ul>	



## **Aberdeen Football Club**

### **Job Description**

- Maintain a thorough knowledge of all relevant National and Local current legislation, e.g. Health and Safety, first aid, COSHH, environmental management and employment to ensure compliance. Conduct regular risk assessment programmes.
- Ensure that all department objectives are met regarding the annual ground safety certificate and support Stadium Management where necessary to achieve annual safety certificate.
- Assist Head Groundsman with training and development of Groundstaff team including succession planning. Lead and motivate staff to encourage and obtain maximum commitment and efficient services.
- Communicate, motivate staff to achieve work schedules, objectives and supervise contract staff.
- Ensure the preparation and presentation of all specified playing surfaces comply with UEFA requirements and guidelines set by the SFA and training surfaces are maintained and kept to a high professional standard. Maintain awareness of industry developments and propose how these will impact the organisation.
- Ensure all grassed and landscaped areas are well presented and maintained including access pathways, roadways, parking areas and drives. Inspect track, hard standing car parks and access roadways and implement gritting and snow clearing procedures as necessary.
- Able to work in all weathers including rain and snow. Support the work of the Maintenance Team as and when required.
- Keep up to date with current and future changes to legislation/working practices with sports turf and amenities care, contribute to the development and performance of the groundstaff department.
- Maintain and audit records relating to the regular and periodic inspection/maintenance of all tools and equipment used by the department.

#### **Key Specific Tasks**

- Obtain up to date information relating to coaching staff plans and changes to pitch availability. Ensure full preparation is completed to schedule and required standards and the pitches are set up in time for fixtures, training and events. Maintain and look after the Football training kit as necessary.
- Continue to develop your own skills and knowledge through CPD (continuous personal development). Be prepared to undergo appropriate training as requested by the Club. Have the capacity and vision continually to develop the performance of the department.
- Be self-motivated, inspiring and passionate about grounds, having the energy, drive and enthusiasm in a positive manner with a strong commitment to the environment and include a willingness to adapt whilst achieving your goals.

#### **New Stadium and Training facilities**

- Be instrumental in developing a strategy for the new Stadium and training facilities.



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- Have knowledge and an awareness of 3G pitches and modern synthetic surface technology designed for football at both competitive and recreational levels. Be prepared to develop a sound understanding and undertake training as necessary for the maintenance of Hybrid, Fibresand, 3G pitches including brushing, decompaction, rejuvenation, rubber top-up, deep clean, patch repairs and seam repairs.

### Person Specification: Experience/Qualifications/Training/Personal Qualities

#### Essential:

- A Sports Turf, National Horticultural or Grounds qualification and/or a considerable track record as an experienced Groundsperson (minimum of 5 years' experience).
- Thorough understanding of relevant Health and Safety Legislation.
- Formal training in manual handling and risk assessment.
- A valid driving licence.
- Tractor, Machinery & Trailer driving experience.
- Excellent interpersonal skills.
- Relevant Qualifications in chemical spraying (PA1, PA2, PA6).
- Knowledge of IT systems – Word, Excel.

#### Desirable: *(Not essential as training will be provided where applicable)*

- First Aid.
- Fire training.
- Legionella training.
- Mechanical skills.
- Synthetic surface knowledge.

**Signed by Employee:**

**Signed by Line Manager:**

**Date:**

**Date:**