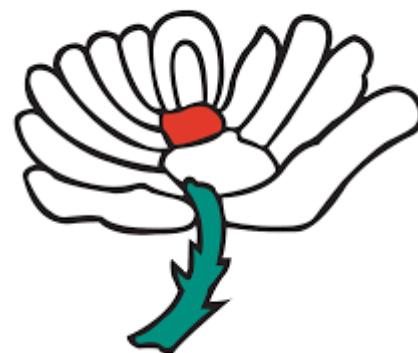


JOB DESCRIPTION

The Yorkshire County Cricket Club



Job Title:	Head of Grounds
Department	YCCC - Cricket Operations
Reporting Line:	Managing Director of Cricket
Salary Band:	4 Head of Function
Location	Headingley Stadium, Leeds
Employment Type	Permanent - Full Time

Department Overview

The Grounds team are responsible for the maintenance and producing International and First-Class playing surfaces at Headingley Cricket Ground. Alongside Headingley Cricket Ground, they're responsible for affiliate grounds such as Bradford Park Avenue and Weetwood. The Grounds team work closely with the Cricket department of Yorkshire County Cricket Club, to ensure the pitch is presented to the highest standards for training and matches throughout the season.

Job Purpose

Manage and oversee the Grounds team to ensure International and First-Class playing surfaces are presented to a world class standard at Headingley Cricket Ground and responsible for playing and practice surfaces at affiliate grounds across Yorkshire.

Key Responsibilities

Area	Responsibilities
Grounds management	<ul style="list-style-type: none">- Lead and oversee the maintenance of the Headingley Cricket Ground and pitches throughout the year to ensure they are presented to a world class standard.- Responsible for Yorkshire County Cricket Club's affiliated grounds to ensure they're prepared to the highest standards for playing and practice.- Regularly monitor, review and evaluate the performance and characteristics of the playing surfaces in liaison with the Cricket department including the Managing Director of Cricket, coaches and players.

	<ul style="list-style-type: none"> - Lead the preparation and set up for all matches at Headingley Cricket Ground including test, T20, one day and the Hundred. - Ensure the pitch is managed in accordance to ECB regulations and liaise with the ECB Pitches and Grounds Advisor where appropriate - Carrying out regular and routine maintenance inspections on equipment to ensure they're in accordance to best practice guidelines - Scope and identify opportunities for ongoing improvement to process, procedures and equipment to ensure efficient and effective operations
People Management	<ul style="list-style-type: none"> - Provide effective supervision and line management to the Grounds team at Headingley Cricket Ground and the affiliated grounds across Yorkshire. - Lead the recruitment, selection, onboarding and training of the Grounds team (including casuals) ensuring labour requirements and competencies are met - Schedule and roster the Grounds team in accordance with Yorkshire Cricket policies, to ensure appropriate levels of cover and attendance. - Motivate and engage team members by setting and maintain clear standards and expectations - Model and advocate the company vision and values - Make and communicate decisions clearly, be accountable for those decisions and empower team members to make good decisions in their areas of responsibility - Model and implement all relevant policies and procedures
Health and Safety	<ul style="list-style-type: none"> - Ensure compliance with the Health and Safety Act 1974 and associated legislation in your team, ensuring appropriate safety systems are maintained and a culture of safe working is actively promoted and implemented - Understand and comply with the legislations relating to all areas of work such as machinery and chemicals.
Equality, Diversity and Inclusion	<ul style="list-style-type: none"> - Demonstrate, at all times, a commitment to equality, diversity and inclusion behaviours, decision-making and working practices - Advocate the values of dignity, fairness, equality and respect

Please note: This is not an exhaustive list and the role may be required to undertake additional roles and responsibilities as identified from time to time in order to meet the ongoing requirements of the company.

Key Relationships / Stakeholders

- The Cricket department
- Senior management across the organisation
- ECB Representatives

Job Specification

Essential Criteria	M/C
A minimum of 5 years experience in a senior grounds management role at an elite level cricket facility and being involved in producing high-quality pitches for elite level cricket.	<input checked="" type="checkbox"/>
Achieved (or willingness to undertake in the first 24 months) Grounds Management Association Certificate Level 4 or equivalent qualification in Cricket Surfaces.	<input type="checkbox"/>
A strong understanding of what Health and Safety good practice is, in accordance with the Health and Safety Act 1974 and COSHH.	<input type="checkbox"/>
Experience of overseeing and reconstruxting cricket pitches and playing surfaces all year round.	<input type="checkbox"/>
Excellent organisation and administration skills, with clear experience of being proactive and forward planning.	<input type="checkbox"/>
Previous management experience and overseeing a team.	<input type="checkbox"/>
Trained in NPTC pesticide application	<input type="checkbox"/>
An understanding and experience of working within an equity, diversity and inclusion framework including inclusive learning practices	<input type="checkbox"/>
Desirable Criteria	
Health and Safety Management qualification	
Demonstratable experience of overseeing and budget management control.	
Demonstratable experience of producing reports	
Strong IT skills and extensive use of Microsoft Office	

Core Competencies

Time management	<input checked="" type="checkbox"/>	Ability to influence and negotiate	<input type="checkbox"/>
Attention to detail	<input checked="" type="checkbox"/>	Analytical skills	<input type="checkbox"/>
Confidentiality and discretion	<input type="checkbox"/>	Leadership skills	<input checked="" type="checkbox"/>
Interpersonal and communication skills	<input type="checkbox"/>	Initiative and proactive	<input type="checkbox"/>
Teamwork	<input checked="" type="checkbox"/>	Creativity and innovation	<input type="checkbox"/>
Flexibility and adaptability	<input checked="" type="checkbox"/>	Accountability	<input type="checkbox"/>
Able to work autonomously	<input type="checkbox"/>	Written communication	<input type="checkbox"/>

Essential Certificates and Checks

Drivers License	<input type="checkbox"/>	Disclosure Barring Service Check	<input type="checkbox"/>
Click or tap here to enter text.	<input type="checkbox"/>	Click or tap here to enter text.	<input type="checkbox"/>
Click or tap here to enter text.	<input type="checkbox"/>	Click or tap here to enter text.	<input type="checkbox"/>