



RADLEY

Groundsperson

Radley College, Abingdon, Oxon OX14 2HR

01235 543000

www.radley.org.uk/employment/working-at-radley

Radley College is an independent boarding school for 770 boys, founded in 1847. Recognised as one of the UK's leading independent schools, Radley has an outstanding reputation for academic excellence, sporting achievement, and artistic endeavour. The College is set in over 800 acres of beautiful Oxfordshire countryside, and is renowned for the quality of its facilities. The school's grounds are the envy of many of our competitors and we take great pride in keeping them in excellent condition.

We are seeking to appoint a Groundsperson to join our dedicated Grounds team, which currently totals 8, including 2 Greenkeepers. This is an exciting opportunity to contribute to the upkeep and development of one of the largest and most prestigious school sports grounds in the country.

The Grounds at Radley

Radley's extensive playing fields represent one of the largest single areas of maintained grassland in southern England. The facilities are in constant use across all three academic terms, and include:

14 Rugby pitches (Michaelmas Term)

3 Astro Hockey pitches (Lent Term)

15 Soccer pitches (Lent Term)

9 Cricket squares (Summer Term)

2 All-weather hockey pitches (converted to 24 tennis courts in Summer Term)

1 additional Astro Hockey pitch

A rubber crumb athletics track

8 hard tennis courts

28 Astro cricket nets

A 9-hole Golf Course with a thriving external membership

In addition to supporting the College's sporting programme, the grounds are used for a variety of external events and fixtures as part of Radley's income-generating strategy.



The Role

The successful candidate will work collaboratively with the wider Grounds team to maintain and enhance these high-quality sports facilities. We are looking for an individual with previous experience in grounds maintenance; experience in a sporting or educational environment is desirable. A passion for outdoor work, a strong work ethic, and attention to detail are essential.

Main Duties

Undertaking general day to day duties, dependent on the weather and work schedule, including:

- Preparing and maintaining the sports facilities under the direction of the Head of Grounds & Gardens, including artificial surfaces to a high standard.
- Involved in the preparation of cricket wickets and practice areas.
- Carrying out annual renovations to cricket squares and playing surfaces.
- Applications of fertilisers and fungicides.
- Creating, marking out and setting up of playing surfaces.
- Working with various different types of equipment and machinery.
- Undertaking general maintenance of equipment as directed.
- Maintaining the awareness of the Health and Safety Regulations in your areas of responsibility.
- Maintaining the cleanliness of the school grounds and work areas.
- Drive vehicles and equipment as required for grounds maintenance operations.



Person Specification

Experience & knowledge

- Experience in grounds maintenance, landscaping, or sports turf management.
- Basic knowledge of sports pitch marking and preparation (e.g., rugby, football, cricket).
- Qualifications in horticulture, turf care, or sports turf maintenance (e.g., NVQ Level 2 or equivalent).
- PA1/PA6/PA2 spraying certificates (training will be given)
- Chainsaw Crosscutting CS30 (training will be given)
- Experience in a similar educational or sporting environment.
- Understanding of health and safety practices relevant to grounds work.

Skills and Abilities

- Ability to operate and maintain grounds machinery and equipment (e.g., mowers, strimmers, tractors).
- Good attention to detail and commitment to high standards of presentation.
- Ability to work effectively both independently and as part of a team.
- Strong organisational and time management skills.

Personal Attributes

- Reliable, punctual, and hardworking.
- Willingness to work outdoors in all weather conditions!
- Positive attitude and a flexible, proactive approach to tasks.
- Willingness to learn and undertake relevant training.

Hours of work

39 hours per week to be worked 8.00am to 4.30pm Monday to Thursday, 8.00am to 3.30pm Friday, with half-hour (unpaid) each day for lunch. In addition to the above, particularly during the cricket season, the department covers weekend working on a rota basis. Weekend hours will vary according to season and conditions, and additional hours are paid as overtime.



Employee Benefits



Our stunningly beautiful, rural campus is situated 5 miles from Oxford with good bus and train links



Excellent pension scheme (contributory group personal pension scheme).



Holidays - 33 days per annum including bank holidays.



Free on-site parking



Reduced membership to the on-site Sports Centre (£50)



Free meals during term time



Reduced membership of the nine-hole golf course



Free uniform provided



College sickness scheme



Employee Assistance Programme confidential advice



Regular social events for staff & family



Access to the well stocked school library



CPD and opportunities for learning



Annual onsite free flu vaccination

How to apply

Applications must be submitted via the link on the school website www.radley.org.uk/employment.

We reserve the right to consider applications as they arrive.

For an informal chat about the role please contact the Head of Grounds, Adam King, on 01235 543119 or email the HR Department (hr@radley.org.uk).

SELECTION PROCESS

If shortlisted, you will be invited for interview. Your interview will involve a brief session with our Human Resources department, in order to undertake a number of identity checks. A list of valid identity documents will be sent to you prior to your interview.

In the event of not being successful, please be assured that all copies of identification will be destroyed.

Safeguarding

Safeguarding is at the heart of all we do in the school and the school expects all employees to share its commitment to the safeguarding and welfare of its pupils. Employees must, at all times, have regard to the need to safeguard and promote the welfare of children in line with the provisions of the Children Act 2004 and Keeping Children Safe in Education and be fully aware of, and understand, the duties and responsibilities that apply to their role in relation to these requirements.

All employees must attend appropriate training in accordance with the College's and local Safeguarding Board stipulations. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. A disclosure, at the enhanced level, will be requested from the successful applicant but a criminal record will not necessarily be a bar to obtaining this position. You will also be required to produce original evidence of qualifications as well as evidence of the right to work in the UK.