



ROLE PROFILE

POSITION	Grounds Maintenance Operative		
TEAM	Grounds Maintenance	LOCATION	CSL as directed
VERSION	3.1	LAST UPDATED	June 2020

PURPOSE OF ROLE	To carry out all aspects of grounds maintenance for CSL
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KEY ACCOUNTABILITIES

1. To carry out all aspects of grounds maintenance (cutting, planting, weeding etc) in the most efficient manner working to the relevant schedules.
2. Respect and look after CSL's vehicles.
3. Respect and ensure all the tools, equipment and machinery is well looked after and maintained.
4. To build and maintain Cornish Hedgerows
5. To use and control the required pesticides.
6. Any other duties consistent with the grade and general responsibilities of the post, as may be required from time to time by nature of changes to the business or the need to develop new streams of work.

GENERAL OBLIGATIONS (THIS IS STANDARD FOR ALL ROLES)

1. Represent the Company positively with all external agencies.
2. Service and support the Company as requested.
3. Establish, develop and maintain effective working relationships with all work colleagues.
4. Ensure compliance with the Company's Health, Safety and Environmental policies and procedures.
5. Continually promote equal opportunities and customer care in full compliance with the Company's policy and standards.

REPORTING

- Reports to the Grounds Supervisor

CONTACTS

Internal – All staff across company

External – Clients, customers, suppliers and merchants

PERSON SPECIFICATION

POSITION	Grounds Maintenance Operative		
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QUALITY	ESSENTIAL	DESIRABLE
Personal Skills	<ul style="list-style-type: none"> • Demonstrate behaviours in accordance with Coastline's values: <ul style="list-style-type: none"> ✓ Put our customers first ✓ Be open, honest and accountable ✓ Value each other ✓ Strive to be the best • Able to work within a team or on own • Good communicator • Self-motivated • Flexible • Clean and tidy work ethic 	
Education & Qualifications:	<ul style="list-style-type: none"> • Basic level of education 	<ul style="list-style-type: none"> • Specific trade qualified • CSCS card holder
Experience, Knowledge and Understanding	<ul style="list-style-type: none"> • Proven track record delivering all aspects of grounds maintenance • Experience of working in public areas being aware so as not to injure/damage people or property 	<ul style="list-style-type: none"> • Local housing association knowledge
Job Related skills	<ul style="list-style-type: none"> • Use of plant and equipment • Ability to complete task specific risk assessments and method statements • Ability to use and record the use of pesticides 	<ul style="list-style-type: none"> • Ability to maintain and repair plant and equipment • IT Skills
Other	<ul style="list-style-type: none"> • Full driving licence • Basic DBS Certificate satisfactory to the organisation 	