

Kent County Cricket Club Limited



Candidate Brief

Appointment of  
Assistant Head Groundsman, The County Ground, Beckenham  
October 2018

The information contained in this brief has been prepared for the exclusive use of persons evaluating this opportunity at Kent County Cricket Club. This job description is non-contractual and is not intended to be either prescriptive or exhaustive; it is issued as a framework to outline the main areas of responsibility at the time of writing.

Kent County Cricket Club, St Lawrence Ground, Old Dover Road, Canterbury, Kent CT1 3NZ  
[www.kentcricket.co.uk](http://www.kentcricket.co.uk)

# Kent County Cricket Club Limited

**Responsible to:**                    **Head Groundsman**

## **Job Purpose**

The purpose of this job is to pro-actively produce, manage and maintain to the highest standard all outdoor playing areas at The County Ground, Beckenham

## **Main Duties and Responsibilities**

- Preparation of playing surfaces, practice areas/net areas and the playing area to the highest possible standards for all matches, including but not limited to First Class, Limited Overs and friendly matches.
- Working closely with the Head Groundsman to deliver the effective management of materials and machinery to ensure all equipment is correctly stored, maintained and serviced.
- Working with the Head Groundsman and Assistant Head Groundsman at The Spitfire Ground to purchase, coordinate, store and control all consumable materials, services and equipment in line with annual financial budgets.
- Maintain all artificial surfaces and surrounding areas away from the playing areas of the whole site at The County Ground, Beckenham
- Manage all permanent and temporary groundstaff to ensure standards of work are maintained and tasks completed to the highest standards possible.
- With the Head Groundsman deliver regular performance reviews of the staff.
- Be fully conversant with all regulations and directives of the ECB relating to pitches and match regulations for any matches.
- Ensure all risk assessments are completed, maintained and adhered to for all work activities undertaken by you and people (including employees, stakeholders and business partners) under your management.
- Work closely with the Head Groundsman, Director of Cricket, Head Coach and Captain on all aspects of pitch preparation and the impact on the cricket operations department.
- Develop a strong working relationship with The Manager at The County Ground, Beckenham with regards to the match day and non-match day operations.
- From time to time undertake additional duties assigned by the Head Groundsman

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## **Person Specification: Assistant Head Groundsman, Beckenham**

- Must have at least 5 years' experience of practical sports turf management
- Experience of managing staff
- Experience of managing financial budgets
- Experience of working with contractors
- Ideally professional qualifications such as National Diploma Sports Turf, City and Guilds Licentiate Award or NVQ Level 3 Sports Turf Management qualification
- Professional Pesticide Training with PA1, PA2 and PA6 Qualification
- Experience of working within a team and possess strong interpersonal skills
- Knowledge of cricket would be desirable and passion for continually looking to raise standards

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## Remuneration

Excellent package including accommodation

## Appointment Process

Kent County Cricket Club welcomes applications from a fully diverse range of candidates, regardless of age, gender, ethnicity, sexual orientation, faith or disability.

In order to apply, please send full curriculum vitae with relevant biographical details (including current remuneration) and a covering letter with a personal statement on your qualification for the role.

Candidates should also send names and contact details for at least two referees (referees will not be contacted until final interview stage).

Applications should be sent as follows:

By email: [ben.green.kent@ecb.co.uk](mailto:ben.green.kent@ecb.co.uk)

Post: Ben Green  
Kent County Cricket Club  
The Spitfire Ground, St Lawrence  
Old Dover Road  
CANTERBURY  
Kent CT1 3NZ

**The deadline for receipt of applications is close of play (1700hrs) on Friday 16 November 2018. Please mark all correspondence "Private and Confidential".**

All applications will be acknowledged and will be interviewed by a duly constituted Appointments Panel. You will be notified shortly after 16 November 2018 if you have been selected for interview. Interviews are likely to take place in late November/early December 2018.

Appointment will be subject to satisfactory references and a satisfactory Disclosure from the Disclosure and Barring Service. Having a criminal record will not necessarily preclude you from being appointed, this depends on the nature of the offences and other relevant considerations.

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## **Kent Cricket Information**

Founded in 1870, Kent County Cricket Club is an English county cricket club based in Canterbury. Kent has a long history in cricket; indeed, the first recorded inter-county match took place in 1709 between Kent and Surrey.

The club has always been a significant force in English cricket and in particular enjoyed two periods of extreme success: the first in the years before World War 1, when in the space of eight seasons were county champions four times, and the second in the 1970s when, during a golden period, 10 trophies were won.

The long-term plan seeks to maintain the traditions long associated with the club, and to uphold the reputation of Kent as one of the leading cricketing counties in the country. This goal in a moving world has required change and innovation. Reliance solely on a traditional approach was threatening the sustainable future of the club.

Exciting developments have seen considerable enhancements to the club's infrastructure at The Spitfire Ground, St Lawrence and The County Ground, Beckenham. This coupled with a much-improved commercial picture and exciting advances player development point to a positive future for Kent.

Every person involved in cricket in Kent wants to ensure that the rich heritage we have been handed is maintained, nurtured and enhanced by us. The strategies in place are focused to ensure that Kent is a successful County both on and off the field. The necessary ingredients to achieve that are financial stability, talent development, good management and community engagement.

Kent Cricket is at a critical phase in its history. It is crucial that we must build on the achievements of the past, the recent progress and move forward to ensure that cricket in Kent not only continues to prosper but is a leader in all aspects of cricket.

## **The Club's Vision**

"To be recognised and respected as a successful county cricket club. Operating a dynamic 'year-round' business and producing winning teams, with a long-term future at the heart of the English game."

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## The Club's Objectives

- To promote and further the game of cricket at all levels within and beyond the County of Kent.
- To carry on the activity of County Cricket.
- To strengthen the bonds between the club and local communities in Kent and surrounding areas.
- To maintain and develop the County Grounds in Canterbury and Beckenham and other First-Class Grounds, wherever appropriate.
- To be an active stakeholder and member of the England and Wales Cricket Board.
- To apply the profits of the club in furthering the objectives of the club.

## The County Ground, Beckenham

The venue now offers a range of fantastic year-round facilities. This includes indoor school, conference and banqueting facilities, 3G football pitches, tennis courts and basketball court. The expectation is that the ground will provide a first-class base for all the club's needs in the north of the county.

## The Spitfire Ground, St Lawrence

The Spitfire Ground, St Lawrence is one of the longest standing county cricket grounds in England. Whilst hugely attractive the ground had become outdated, relative to most other major cricket grounds. In order to offer the facilities to keep the home of Kent County Cricket in Canterbury, the time came to move forward.

Kent County Cricket Club embarked on the redevelopment of the ground with a mix of new facilities in 2010. This has created a vibrant atmosphere that underpins a year-round business. The ground development plans fell broadly into three categories: Creating a ground of which all stakeholders can be proud, establishing a year-round business and selling surplus land for residential development to enable these projects.

## Organisation and Governance

Kent Cricket is a members' club. Kent Cricket has nearly 4,000 members from whom the General Committee of the club is elected. The General Committee drive the direction of the club, determine policy and develop strategy and are accountable to the membership.