



CANDIDATE BRIEF

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DEPUTY HEAD GROUNDSPERSON

NOVEMBER 2025





AN INTERNATIONAL SPORTING VENUE,
A PROFESSIONAL COUNTY CRICKET CLUB
AND A THRIVING COMMUNITY HUB

We are Trent Bridge, a cricket ground of global repute first established in 1838. We're proud of our illustrious history but mindful too that our future prosperity is reliant on continual investment in our facilities, our professional team and our lauded community programmes.

Join the team responsible for keeping Trent Bridge at Test Match level, supporting the Head Groundsman in preparing top-quality pitches and practice areas. This role combines hands-on grounds care with team leadership, ensuring the venue continues to meet world-class cricketing standards.

Thank you for your interest in this role.

ROLE PROFILE

Position: Deputy Head Groundsperson

Responsible to: Head Groundsman - Trent Bridge

Responsible for: Deputise for the Head Groundsmen in managing the Groundstaff teams

Location: Trent Bridge Nottingham, NG2 6AG

Hours: 35 hours per week

Contract Type: Permanent Fulltime

Salary: £32,000

Relevant General Objectives

- Invest in Trent Bridge so that it retains its Test Match status and is seen as a year-round entertainment destination and as a hub for cricket in Nottinghamshire.
- Create a culture of winning teams that provides sustained success for Nottinghamshire and England.
- Drive participation growth and positive change by taking projects and programmes into communities throughout Nottinghamshire.
- Maintain the club as a financially and commercially sustainable organisation at the heart of our community.
- Innovating across all departments to create success through delivering the best playing, partner, member and supporter experiences in cricket
- Attracting, inspiring and retaining the best people by creating a playing and working environment that is enjoyable, challenging and fulfilling

Specific Role Profile:

Deputise for the Head Grounds Men

Support and deputise for the Head Grounds Men to ensure all **playing surfaces and practice areas** at Trent Bridge and associated grounds are prepared and maintained to the highest possible standard. Assume responsibility for ground operations in the absence of the Head Grounds Men.

Maintain Test Match Standards

Assist in ensuring Trent Bridge continues to meet all **ECB performance criteria** required to retain its prestigious Test Match status. Contribute to delivering international-standard playing surfaces and practice facilities for all match formats.

Support the Development of Trent Bridge

Work under the direction of the Head Groundsman (Trent Bridge) to contribute to the continued development of Trent Bridge as a **world-class international cricket venue**, maintaining its reputation for excellence in playing surfaces, practice facilities, and overall ground presentation.

Specific Responsibilities:

1. Grounds Maintenance

- Assist in the preparation and maintenance of all playing surfaces, outfield, and practice areas at Trent Bridge and Lady Bay to the highest possible standards, meeting ECB and international expectations.
- Deputise for the Head Groundsmen in their absence, assuming responsibility for the management of grounds preparation and operational decision-making.
- Ensure all practice areas and nets are maintained to international team standards, providing high-quality training environments.
- Support in the preparation and set-up for all matches, ensuring grounds are ready for play at the earliest opportunity following inclement weather.
- Assist with the placement and removal of covers and the removal of surface water from the playing area when required.
- Conduct regular inspections and maintenance of machinery, tools, and equipment to ensure they are in safe working condition and compliant with best practice.
- Ensure all work complies with ECB regulations for pitch preparation and liaise with the ECB Pitch and Grounds Advisor as appropriate.
- Identify and report opportunities for continuous improvement in grounds maintenance processes and facilities.
- Operate ground machinery safely and in accordance with manufacturer and Club procedures.

2. People Management & Team Support

- Support the Head Groundsmen in leading and supervising the grounds team, providing direction, motivation, and guidance, ensuring standards are maintained and Health & Safety procedures are followed.
- Assist with staff training, onboarding, and development, including casual groundstaff.
- Take an active role in team meetings and contribute ideas for improvement.
- Support a positive, professional, and collaborative working environment, aligned with the Club's values and culture.
- Act as a mentor for junior or trainee groundstaff where required.

3. Health, Safety, and Compliance

- Ensure Health & Safety is prioritised in all operations, with appropriate risk assessments completed and safe systems of work maintained.
- Comply with the Health and Safety at Work Act 1974 and related regulations.
- Ensure safe handling and use of machinery, chemicals, and equipment, reporting any defects or hazards immediately.

- Promote a culture of safe working practices throughout the grounds team.

4. Professional Development & Continuous Improvement

- Support the Head Grounds Men in identifying and implementing a programme of continuing professional development (CPD) for the grounds team.
- Take personal responsibility for maintaining and developing professional skills and technical knowledge.
- Keep up to date with best practices, technological advances, and ECB guidelines relating to pitch preparation and grounds management.

Measurable Key Performance Indicators (KPIs)

- Consistent delivery of high-quality pitches and practice areas, meeting or exceeding ECB and match official expectations.
- Positive feedback from match referees, players, and coaching staff regarding playing and practice surfaces.
- Demonstrated contribution to a well-motivated and effective grounds team.
- Compliance with all Health & Safety **and** operational procedures.
- Achievement of agreed individual and team objectives set during performance reviews

EQUITY, DIVERSITY AND INCLUSION

Nottinghamshire County Cricket Club is committed to being an Equal Opportunities Employer.

The Club recognises the benefits of a diverse workforce and is committed to providing a working environment that is free from discrimination.

The Club will seek to promote the principles of equality and diversity in all its dealings with employees, workers, job applicants, clients, customers, suppliers, contractors, recruitment agencies and the public.

All employees and those who act on the Club's behalf are required to adhere to this policy when undertaking their duties or when representing the Club in any other guise.

SAFEGUARDING

Nottinghamshire County Cricket Club is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services and are committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and the ECB requirements to ensure that all children participating in Cricket have a safe, positive and fun experience, whatever their level of involvement.

PERSON SPECIFICATION

Category	Essential	Desirable
Experience	• Experience within a First-Class county or international cricket venue. • Deputising for a Head Grounds Manager or supervising a small team. • Practical experience in sports turf management or groundskeeping, preferably within cricket or a similar elite sports environment. • Experience in preparing and maintaining cricket pitches, outfield, and practice areas. • Experience operating turf machinery safely and effectively.	• Experience with multiple cricket formats (Test, ODI, T20, U19).
Knowledge	• Understanding of Health & Safety legislation and safe working practices for grounds maintenance. • Awareness of ECB regulations and directives regarding pitch preparation, maintenance, and match standards. • Knowledge of basic turf management, machinery, and irrigation systems.	• Detailed knowledge of sports turf agronomy, drainage, and pitch performance characteristics. • Familiarity with international cricket ground standards and practices.
Skills	• Competent in the use of grounds machinery and equipment, including ride-on mowers, rollers, and irrigation systems. • Ability to follow instructions accurately and work effectively under supervision. • Strong organisational skills with the ability to prioritise tasks to meet match deadlines. • Good teamwork, communication, and interpersonal skills.	• Basic mechanical troubleshooting and equipment maintenance skills. • IT literacy (e.g., digital pitch diaries, maintenance software, Microsoft Office).
Qualifications	• NVQ Level 2 in Sports Turf Management, Amenity Horticulture, or equivalent. • PA1/PA6 pesticide application certification or willingness to obtain.	• NVQ Level 3 or higher in Sports Turf Management. • First Aid at Work qualification.
Personal Qualities & Attitude	• Reliable, punctual, and professional. • Self-motivated, proactive, and able to work independently when required. • Flexible and adaptable, willing to work evenings, weekends, and extended hours during the cricket season. • Attention to detail and a strong commitment to maintaining high standards.	• Innovative and willing to suggest improvements to processes or practices. • Positive ambassador for the Club, embracing its values and culture.
Other	• Full UK driving licence. • Willingness to undergo an enhanced DBS check. • Ability to work across multiple sites (Trent Bridge, Lady Bay, and other Club grounds).	• Ability to travel to other venues for training, matches, or professional development.

HOW TO APPLY

For a full job description, including the person specification please visit
<https://www.trentbridge.co.uk/jobs/index.html>

If you would like to join us at Trent Bridge, please apply through our recruitment link at
<https://nottinghamshirecountycricketclub.livevacancies.co.uk/#/job/details/26>

If you have any questions please email the HR Department at: recruitment@trentbridge.co.uk

Closing date for receipt of applications will be: **17:00 Friday 5th December 2025**

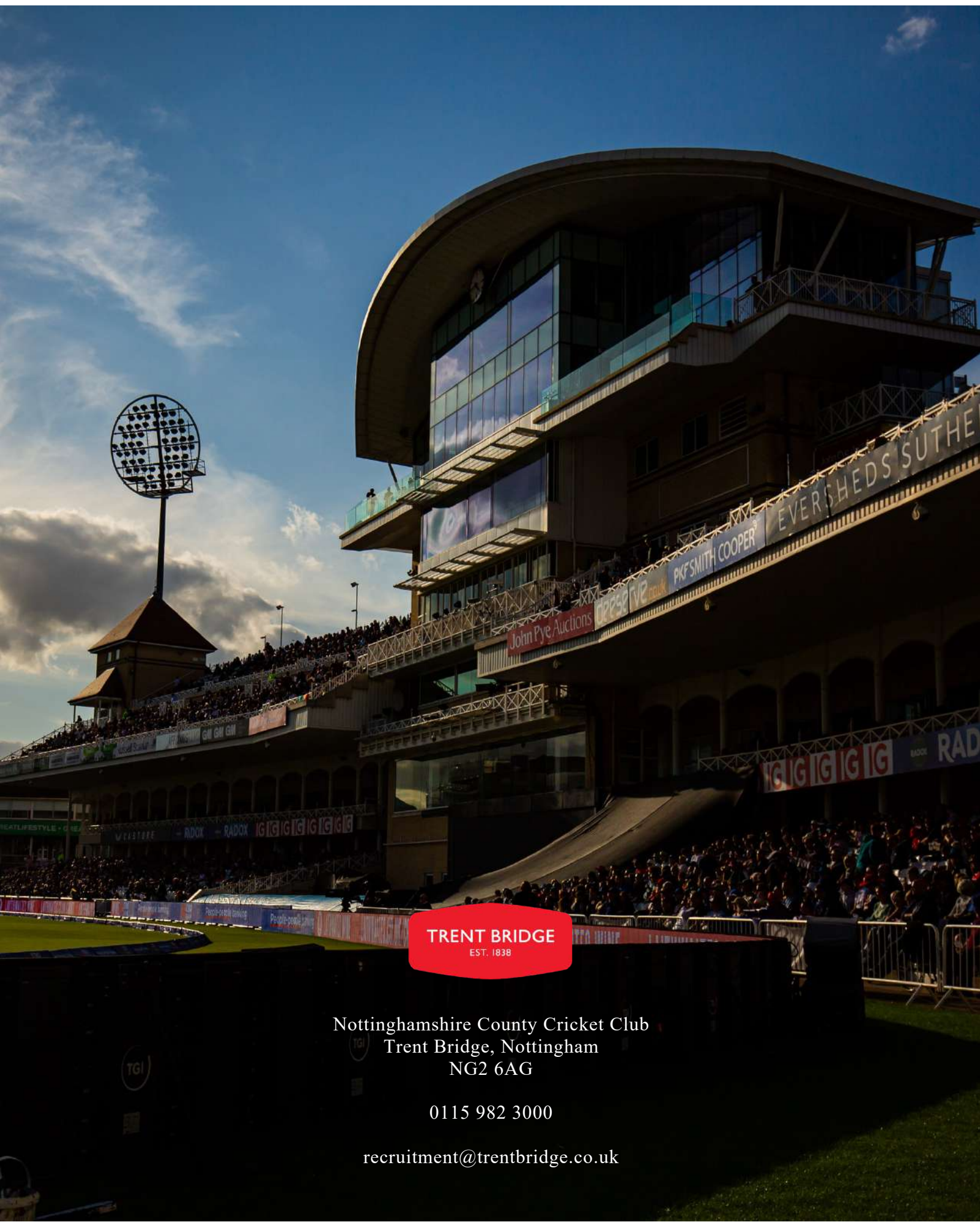
Interview date will be: **Thursday 18th December 2025**

We reserve the right to close this vacancy early if we receive sufficient applications for the role.
Therefore, if you are interested, please submit your application as early as possible

We are committed to safeguarding and promoting the welfare of children, young people and adults
and expect the same commitment from all staff and volunteers

We are an equal opportunity employer. we celebrate diversity and are committed to building an
inclusive environment for all employees. when submitting your details, please let us know if you
require any support or reasonable adjustments during the interview process

No agencies please



TRENT BRIDGE

EST. 1838

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