

Position Description

Groundsman

OVERALL PURPOSE OF THE POSITION

- Provide assistance and support to the Team Leader Grounds & Gardens in all of their role, and under their direction, to carry out a range of technical and administrative functions.
 - Ensure day-to-day activities, plans and programs for the grounds and gardens of Barker College are carried out.
 - Work in a team environment in the establishment, construction and maintenance of the School's soft and hard landscaped areas of gardens, lawn, nature strips and courtyards, and to provide first class and well managed facilities for students and staff, ensuring a safe, clean and attractive environment for students, staff and visitors.
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PRIMARY DUTIES & RESPONSIBILITIES

- Maintaining, to a high standard, the College's open spaces which consist of – Sportsfields (turf wickets, Athletics, Football, Rugby, Touch Foot), surrounds and lawn areas.
 - Maintaining a clean and tidy school façade along the Schools' perimeter.
 - Pesticide application, following label rates and correct application procedure.
 - Operate various types of machinery – Push/Cylinder mowers, brush cutters, ride-on mowers and other machinery, tractors and utility vehicles in accordance with safe operating procedures.
 - Carry out basic maintenance on machinery and all powered equipment and hand tools
 - Assist Team Leader, Grounds & Gardens with supervision and coordination of contractors
 - Work in a team environment and on occasion, work with minimum supervision.
 - Basic knowledge of irrigation systems, maintenance and operation (optional)
 - Assist with duties that are outside the horticultural trade occasionally (approximately 15% at most)
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SKILLS AND KNOWLEDGE ESSENTIAL TO THE JOB

- Experience with gardening and grounds work and associated machinery
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ESSENTIAL PERSONAL ATTRIBUTES

- Intelligent, lateral thinker
- Innovative/creative personal style
- Self-assessing to ensure consistency in achieving high performance of projects and strategic plans
- Exceptional personal standards of honesty, integrity and professionalism
- Strong motivation, influencing and team-building skills
- Highly refined communication skills, both written and oral
- Excellent presentation skills
- Ability to support the Christian values and ethos of the School

ACCOUNTABILITY**Child Safety**

Barker College has an abiding commitment to the safety, protection and well-being of all children and young people in our care. All staff members will be held accountable for ensuring adherence to the policies of the School, in particular those relating to the safeguarding of children.

General

Breaches to a staff member's responsibilities and/or authority will be managed through the School's Disciplinary Management Procedures. This defined accountability is underpinned by Barker College's Code of Conduct and the Complaints Procedures.

Work Health and Safety

All staff members will be held accountable for their actions and omissions where it affects their own or another person's workplace safety.

SPECIAL CONDITIONS

- Prepared to undertake any additional training to complement the position
- Flexible working hours

ORGANISATION CHART RELATIVE TO POSITION

The Manager's Manager:	Clerk of Works
The Immediate Manager:	Team Leader Grounds and Gardens
This position:	Groundsman

APPROVAL

This position description accurately details the primary duties and responsibilities of the **Groundsman**.
Approved by Clerk of Works on 27 October 2025

ACCEPTANCE OF POSITION DESCRIPTION

Position description accepted by:

Name of Staff Member: _____

Signature of Staff Member: _____

Date: _____