



Post: Seasonal Grounds Warden

Grade: 3

Directorate: Operations

Location: Martin Mere Wetland Centre

Reporting to: Grounds Manager

Main function of post: To provide seasonal support to the grounds team with particular focus on horticulture and aviculture duties and visitor engagement.

Supervisory responsibilities: None

Hours worked: 37.5 hours per week to include weekends and bank holidays

Main duties of the post

1. Assist with general maintenance tasks in all areas of the grounds as required, including, weed control, pruning, mowing and record keeping
2. Assist with the animal collection including feeding, exhibit maintenance, pest control and assisting with incubation and rearing of various wildfowl
3. Operate machinery with regard to H&S regulations. Use all tools safely and observe and apply H&S regulations at all times
4. Promote WWT to all visitors and to help ensure the safety, welfare and enjoyment of the visiting public
5. Assist with daily checks and maintenance of all in-flows and out-flows of all water bodies
6. Assist with canoe safari as and when required,
7. Car parking duties during our busy periods.
8. To work alongside volunteers encouraging, developing and supporting them in their work for WWT, ensuring that they have a positive volunteering experience.
9. To be responsible for working within the WWT health and safety policy and guidelines ensuring that the health, safety and wellbeing of yourself and others is an integral part of how you work.
10. To be responsible for engaging with the WWT Sustainability Statement, being aware of negative environmental impacts and incorporating sustainable ways of working within your role.

11. To interact with our visitors and supporters in a positive way, shaping unforgettable experiences and helping them understand and connect to wetlands.

In addition to the duties and responsibilities listed, the post holder is required to perform any other reasonable duties that may be assigned by the supervisor shown above, from time to time.

Date raised: March 2014

Amended: February 2019

Person Specification

1. Qualifications

Desirable:

- Horticultural qualification
- Full and current driving licence

2. Experience

Essential:

- Experience of working in a customer-focused environment, ideally within a visitor attraction, engaging with visitors to enhance their experience.
- Experience of outdoor maintenance of vegetation and keeping public areas of a visitor attraction at a high level of presentation, using a variety of tools such as lawnmowers, leaf blowers etc.

Desirable:

- Experience of handling and feeding avian and mammalian species

3. Managerial & Supervisory

Essential:

- None

4. Responsibility

Essential:

- Responsible for the safe use of machinery in line with Health & Safety legislation/guidance
- Ability to work unsupervised and make sensible decisions within the parameters of the role.

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Expenditure (exc. payroll)	None
Cash Handling	None
Assets (required for job, exc. buildings)	None
Visitors (per annum)	200,000

5. Creative Ability

Essential:

- Must have an eye for detail in exhibit maintenance.
- Able to contribute ideas to improve presentation and engagement opportunities throughout the site.
- Able to operate within the constraints of the grounds, in respect of working to deadlines and working in ways to minimise disruption to visitors and also allow engagement opportunities.
- Ability to use initiative when dealing with issues within the grounds

Desirable:

- Previous experience of working in horticulture in a public environment

6. Contact

Essential:

- Able to liaise with customers and work colleagues, including volunteers
- Able to interact with visitors to enhance their visit through engagement with them

General Notes

This position will from time to time require work during some evenings, weekends and public holidays to meet the needs of the post.