

# JOIN US

---

RECRUITMENT PACK

# GROUNDS MAINTENANCE OPERATIVE

STARTING SALARY: £32,760PA

ANNUAL LEAVE: 28 DAYS, PLUS BANK AND PUBLIC HOLIDAYS

HOURS: 40 PER WEEK, FLEXI-TIME

PENSION≈ LGPS 19% EMPLOYER CONTRIBUTION

MORECAMBE TOWN COUNCIL  
MORECAMBE TOWN HALL  
MARINE ROAD  
MORECAMBE  
LANCASHIRE  
LA4 5AF

[WWW.MORECAMBE.GOV.UK](http://WWW.MORECAMBE.GOV.UK)

TELEPHONE: 01524 956026

---



Dear applicant,

Thank you for your interest in applying for the role of Grounds Maintenance Operative, to join our successful team of Town Rangers.

This recruitment pack is designed to give you more information about the role and our organisation.

Please note that whilst we accept CVs and cover letters, we will also accept other formats of application - this is to ensure we get all the information from you that we need to be able to shortlist for interview.

Our shortlisting panel will only consider the information you submit - so please ensure that your application contains all the information about you that you want to get across.

Please apply by email, for the attention of Luke Trevaskis, to [luke.trevaskis@morecambe.gov.uk](mailto:luke.trevaskis@morecambe.gov.uk) no later than 29 April 2024. Please note we reserve the right to close this vacancy early if we receive sufficient applications for the role.

If you would like an informal discussion about the role and our organisation, or if you have any other questions please call 01524 956026.

Yours faithfully,

Luke Trevaskis  
Chief Officer

## ABOUT US

---

Morecambe is a welcoming community, proud of its historic past, which looks forward to a thriving and sustainable future.

Established in 2009, the Town Council is the most local level of government for the town of Morecambe.

Having focused on good governance in recent times, the Council is now in a strong position to be a voice for the community, endeavouring to contribute to the town, and support others and those groups who do the same.

The Council comprises twenty-six elected councillors across eleven wards and elections take place every four years. The Council is supported by a small team of officers led by the Proper Officer.

The Council is has recently been awarded 'Quality Gold' council status from the National Association of Local Councils and has ambitions for considerable growth to deliver a wider variety of services for the community.

The Town Council has developed a three-year action plan and is currently creating a programme of community projects which aim to work with residents to boost the appearance of open spaces and increase civic pride across the town.

## ABOUT THE ROLE

---

As a Town Ranger you will support the Council by delivering public realm services to support the Council's directives.

The role will require liaison with a manager and colleagues to deliver solutions to meet the identified needs of the community.

You will assist with amenity grass cutting, pruning of shrubs, litter management, graffiti removal, leaf clearance, hard landscaping, weed management, cultivation of bedding areas, and help to maintain outdoor facilities such as street furniture, playgrounds, gyms and toilets. You will also play a key role in the Council's event programme.

The role is physically demanding, involving bending, kneeling, lifting and carrying and it is essential you are able to lift weights of up to 20kg.

“

**Morecambe Town Council believes its mission is to represent the best interests of the town and people of Morecambe. To enable communities to better participate in, and influence, local decision making - providing a platform and a voice for all.”**



## WORKING FOR THE TOWN COUNCIL

---

Morecambe Town Council recognise its biggest asset is its staff, and is committed to getting the best from you by providing access to appropriate training and development throughout your employment.

You will work as part of a small supportive team and your manager has an open-door policy - welcoming and encouraging requests for support and guidance.

You will be required to attend frequent staff meetings which will be focussed on employee development, problem solving and action points.

Morecambe Town Council provides an Employee Assistance Programme to give staff additional support. This provides you with access to a confidential support helpline for a range of issues including stress and anxiety.

The council operates a flexible working policy to ensure staff do not work more hours than they are paid; this allows staff (with agreement of their manager) to build a credit or debit balance of working days.

All out of pocket expenses will be reimbursed in line with the council's expenses policy.

The council will provide team building activities at appropriate times to foster strong bonds between colleagues.



## JOB DESCRIPTION

---

1. To ensure that parks, landscaped areas and open spaces are maintained and undertake amenity grass cutting, sweeping, pruning of shrubs, leaf clearance, hard landscaping, weed management, cultivation of bedding areas, and other horticulture activities.
2. To control and monitor the management of litter, to undertake street cleansing operations and removal of dog fouling.
3. To remove graffiti and gum, report fly tipping, and work in collaboration with other services to ensure a joined up approach to achieve the Council's aims and objectives.
4. Maintain record keeping of daily activities and assist in creating work schedules, checking stock and re-ordering as instructed.
5. Assist in the maintenance of outdoor facilities such as street furniture, playgrounds, gyms and toilets.
6. To provide assistance with leaflet delivery and community engagement when required.
7. Operate machinery and equipment as directed.
8. To undertake painting duties and application of chemicals as directed.
9. Carry out all duties with an awareness of Health and Safety issues, ensuring risk assessments are in place for all activities and council policies are adhered to, whilst ensuring correct PPE is worn at all times and appropriate responses are implemented in emergency situations.
10. To assist in making sure more residents are satisfied with our activities and deliver high quality customer service. This role is public facing; therefore the ability to converse at ease with members of the public and provide advice in accurate spoken English is essential.
11. Assist in raising the profile of the public realm team using social media, delivering talks to local community groups and schools about recycling, and supporting residents to undertake litter picks.
12. Play a leading role in the Council's event programme - helping to set up equipment, and acting as a marshal and supervisor at events/festivals - involving direct contact with, and supervision of, children and vulnerable adults.
13. To undertake any other duties commensurate with the level of the post as may be required by the Council.

## ADDITIONAL INFORMATION

---

### General Statement

The above duties and responsibilities do not include or define all tasks that may be required of you. Duties and responsibilities may vary without changing the general character or grade of the role.

As a normal part of your job, you are expected to routinely undertake corporate activities, appropriate to grade of the role.

### Learning and Development

You are expected to undertake any training and development appropriate to the current and future needs of the post.

### Health & Safety at Work

All members of staff are responsible for fulfilling their health and safety roles and responsibilities, as outlined in the Job Description. It is the employee's responsibility to ensure that they are familiar with the Council's health and safety policy, procedures, work instructions and relevant risk or other health and safety assessments pertinent to their work tasks, and that they carry out their work tasks in accordance with the significant findings of such.

### Equal Opportunities

Morecambe Town Council is an Equal Opportunities employer and has equal opportunities policies with which you are expected to comply at all times. The Council condemns all forms of harassment and is actively seeking to promote a workplace where employees are treated with dignity, respect and without bias.

### Community Safety

Section 17 of the Crime and Disorder Act requires local authorities to consider the community safety implications of all their activities. Officers of Morecambe Town Council should have an awareness of community safety and consider any community safety implications within their own area of responsibility.

### Safeguarding

Morecambe Town Council delivers a range of services and activities that impact on the lives of children both directly and indirectly. Safeguarding children, ensuring their welfare, safety and health is of paramount importance. We are committed to providing safe and supportive services that will give children the opportunities to achieve their full potential.

## PERSON SPECIFICATION

---

The person specification is used to decide if you are the right person for the job. This position is subject to an Enhanced DBS check.

The criteria marked "E" are essential prerequisites for the job and you are unlikely to be offered an interview if you cannot demonstrate these.

The criteria marked "D" are desirable aspects that help make candidates stand out, but we will provide full training and development in these areas if required. The criteria are assessed through the application form to shortlist for interview and at the interview itself.

### EDUCATION AND TRAINING

- GCSE/O Level (or equivalent) at C or above in English and Mathematics (D)
- Certificate in herbicide application (D)

### SKILLS AND KNOWLEDGE

- Good written and verbal communication skills (E)
- Ability to lift weights of up to 20kg (E)
- Hold a full UK driving licence (E)
- Ability to withstand a physical workload including bending, kneeling, lifting and carrying (E)

### EXPERIENCE

- Experience of working in a similar role (D)
- Experience of good customer service (D)

### PERSONAL ATTRIBUTES

- A flexible, enthusiastic and proactive approach to work (E)
- Ability to self manage and motivate (E)
- Polite and approachable (E)
- Willingness to engage with the community (E)
- Ability to keep calm and measured (E)
- Ability to manage a varied workload (E)
- Ability to work on own initiative.
- Value the importance of community and the work of the town council (E)

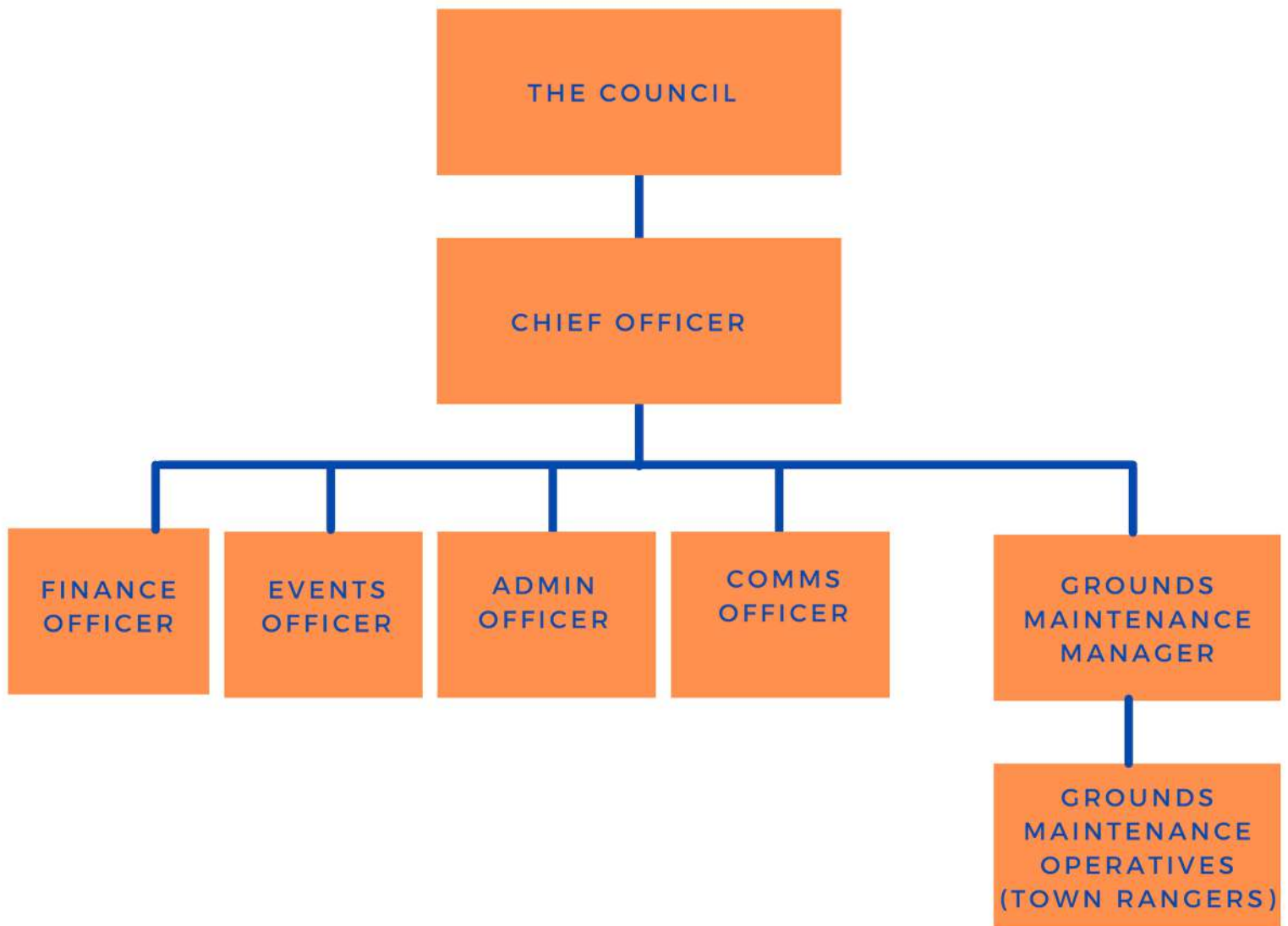
### MORECAMBE TOWN COUNCIL SPECIFIC KNOWLEDGE

- Understanding, implementing and adhering to Morecambe Town Council's policies, procedures, values and behaviours.
- Understanding of the post holder's own and their team's contribution to the Council as a corporate body.



## ORGANISATIONAL STRUCTURE

---





## SELECTION PROCESS AND INTERVIEWS

---

The closing date for applications is 29 April 2024. Please note this position is ongoing and may be offered to a suitable candidate prior to, or following, the application deadline.

A shortlisting panel may comprise of the Chief Officer and members of the Personnel Committee. Each application will be reviewed and scored based on how well you meet the essential and desirable attributes of the person specification.

The Council aims to shortlist candidates for interview by 1 May 2024. Unfortunately, we are unable to respond to every application. If you do not hear from us by 3 May you may not be suitable for the role at this time.

## PRINCIPAL TERMS OF EMPLOYMENT

---

The detailed terms of employment will be confirmed in a written contract which will be issued on your first day of employment.

### **JOB TITLE**

Town Ranger

### **SALARY**

You will start on local government SCP 20 (£15.75ph) and progress through the range.

The current full-time equivalent is £32,760 pro rata.

These values are set nationally and adjusted for inflation annually.

### **HOLIDAY**

You will receive 28 days annual leave, in addition to bank and public holidays (pro rata).

### **HOURS OF WORK**

This role is full time for 40 hours per week.

Evening and weekend working may be required in the delivery of events and will be part of the flexible working arrangements.

### **SICKNESS**

You will be paid in accordance with Statutory Sick Pay.

### **PENSION**

You will be enrolled in the Local Government Pension Scheme.

### **PROBATION**

New starters are subject to a six-month probation period.

### **APPRAISAL**

All staff undergo an annual appraisal.

