

JANUARY/2026

RECRUITMENT PACK



sixways

ASSISTANT HEAD GROUNDSPERSON

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LIFE AT SIXWAYS

→ OUR CULTURE

Our culture is built on the belief that great things happen when people work together. Whether you're on the pitch, behind the bar, in the offices, or out in the community, you're part of a team that's committed to excellence, proud of its roots, and united by a shared purpose.

At Sixways, we keep things simple: be your best, support each other, and take pride in what we do. We're a club, a venue, an employer, and a community hub. Every person here plays a part in making this a place people want to be.

Our culture is lived through everyday actions. We focus on the details, creating smooth, memorable experiences and resolving challenges before they're noticed. We build meaningful connections through our rugby programmes, the guests, clients and partners we welcome to both our venue and events, and the wider community we engage with.

We aim to be a place where people feel supported, respected, and have the opportunity to grow reflecting our ambition to be an Employer of Choice.

Most of all, our culture is something we build together, every single day.



The background features a dark blue and gold checkered pattern, reminiscent of a racing flag. Overlaid on this are several Worcester Warriors logos, which include a stylized 'W' and the team's name. The central text is large and bold, with the hashtag symbol and 'WEBUILD' in gold, and 'TOGETHER' in white.

**#WEBUILD
TOGETHER**

OUR SUPPORT

When you join the team, you can expect a workplace that takes support seriously. We make sure you have clear guidance, a safe environment, and a team around you that's easy to work with and ready to help when needed.

Managers check in regularly, communication is open, and you'll always know where to go if you need advice or resources. We also offer genuine opportunities to build skills and develop your career.

Our aim is simple: to create a space where individuals perform at their best, people feel respected and everyone has the support they need to succeed.



Fireworks @ Sixways

RESPECT

Valuing every person and perspective

TEAMWORK

Supporting each other and succeeding together

OUR KEY PRINCIPLES

We work by a simple set of principles that guide everything we do:

COMMUNITY

A vibrant community hub that has impact beyond the pitch

EXCELLENCE

Doing our best and paying attention to the details that matter

**#WEBUILD
TOGETHER**

EVERY ROLE MATTERS.
EVERY DAY COUNTS.
TOGETHER WE SUCCEED.

OUR PROMISE

We can't promise every day will be easy, but we can promise this:
you'll never have to face it alone.

At Sixways we look out for each other, we learn together, and we grow stronger together. Whether it's on the pitch, at an event, or in the office, our strength comes from how we work as **one team**.



JOB DESCRIPTION

KEY INFORMATION



Job Title
Assistant Head
Groundsperson



Department/Team
Operations/Grounds



Location
Sixways Stadium



Salary
Competitive (Dependent
on Experience)



Hours
37.5 hours each
week



Duration
Permanent



ABOUT THE ROLE

The Assistant Head Groundsperson is responsible for assisting the Head Groundsperson to ensure that all playing surfaces and surrounding grounds within the stadium complex are maintained to the highest possible standard. This includes the preparation, upkeep, and presentation of all playing surfaces to ensure they are safe, high-performing, and ready for use by players, staff, and visiting teams throughout the season. The role also involves maintaining equipment, managing supplies, and supporting wider stadium operations to deliver an exceptional environment that reflects the professionalism and values of the club

MAIN DUTIES

Pitch Preparation and Maintenance

- Deliver high-quality maintenance, preparation and repair of all pitches, ensuring they are in optimal condition and ready for training sessions, match days, and other scheduled events throughout the season.
- Ensure the pitches allow for optimal performance, player safety, and compliance with governing body standards in line with the seasonal maintenance schedule and best practice guidelines as directed by the Head Groundsperson.
- Monitor turf and surface conditions regularly, implementing effective solutions to address issues such as drainage, wear, or damage.
- Liaise with coaching and operations staff to plan maintenance around team schedules and ensure minimal disruption to play or training activities.

Grounds and Surrounding Area Maintenance

- Maintain, repair, and prepare not only the main stadium pitch but also all surrounding training pitches, practice areas, and general grounds across the stadium complex.
- Carry out landscaping and horticultural duties, including mowing verges, edging paths, planting, mulching, and general grounds presentation to ensure a professional and welcoming environment for players, staff, and visitors.
- Organise and undertake hedge trimming and vegetation control as required, ensuring boundaries, verges, and ditches are tidy, safe, and well maintained.
- Remove and control weeds, moss, and debris across all areas of the complex, including pathways, seating areas, and access routes, to maintain safety and aesthetics.

Health, Safety, and Compliance

- Comply fully with all Health and Safety legislation and stadium safety protocols relating to grounds maintenance, chemical handling, and machinery operation.
- Ensure that safety clothing and equipment, known as Personal Protective Equipment (PPE) are available and worn in the execution of duties.
- Ensure that all work areas are kept clean, safe, and hazard-free for colleagues, players, and visitors.
- Participate in regular safety training and risk assessments, contributing to a proactive safety culture within the grounds team.



MAIN DUTIES

British American Football Finals
Day 2024



Inventory and Procurement Management

- Monitor the use of supplies such as fuel, seed, fertiliser, line marking materials, infill products, and spare parts, ensuring adequate stock levels are maintained at all times.
- Order replacement materials and consumables as required, sourcing from the most cost-effective and reputable suppliers without compromising on quality.
- Maintain accurate inventory and record keeping ensuring that storage areas are well organised, labelled, and compliant with safety standards (e.g., for chemical or infill storage).

Teamwork and Stadium Support

- Work collaboratively with the wider stadium operations and facilities teams to support matchday and event preparation, including assisting with set-up, clean-up, and general logistics as needed.
- Provide occasional support during stadium events, including pitch protection, equipment movement, and the management of temporary installations or covers.

General Responsibilities

- To fulfil and undertake the Head Groundspersons' role/duties in their absence
- Represent the club professionally, demonstrating pride in maintaining the quality and presentation of the grounds at all times
- Undertake any other duties deemed commensurate with the post and as directed by management and / or the Company.

PERSON SPECIFICATION

ESSENTIAL

Experience

- Experience in maintaining synthetic, artificial, or 3G playing surfaces alongside high-quality natural turf playing surfaces.
- Experience in accurate sports pitch marking.
- Experience operating and maintaining a range of grounds machinery, including specialist machinery such as tractors with three-point linkage and PTO equipment.
- Experience supervising or leading small teams.

Knowledge & Skills

- Sound understanding of turf management principles, seasonal maintenance routines, and health and safety regulations.
- Knowledge of best practice for synthetic pitch maintenance and performance standards.
- Ability to plan, prioritise, and complete tasks to a high standard within set timeframes.
- Strong attention to detail and commitment to maintaining professional surface standards

Qualifications & Training

- Minimum Level 3 qualification in Grounds Management, or equivalent (e.g., Sports Amenity Management).
- Recognised Technical Spraying Licence (PA1, PA6).
- Full UK driving licence.

Personal Attributes

- Reliable, proactive, and self-motivated with a strong work ethic.
- Flexible approach to working hours, including evenings, weekends, and matchdays.
- Team player with a positive attitude and willingness to learn.

DESIRABLE

Experience

- Experience working within a professional or semi-professional sporting environment.

Knowledge & Skills

- Understanding of environmental sustainability in grounds management operations.
- Ability to mentor and develop team members, with strong leadership skills that contribute to a positive, high-performing working environment.

Qualifications & Training

- Additional training or certification in grounds or sports turf maintenance.
- First Aid at Work or equivalent safety training.
- Recognised Technical Spraying Licence PA2.

Personal Attributes

- Confident communicator with good interpersonal skills.
- Enthusiastic about professional development and continuous improvement.

THE TEAM



YOUR APPLICATION

KEY DATES



Closing Date

31st January 2026



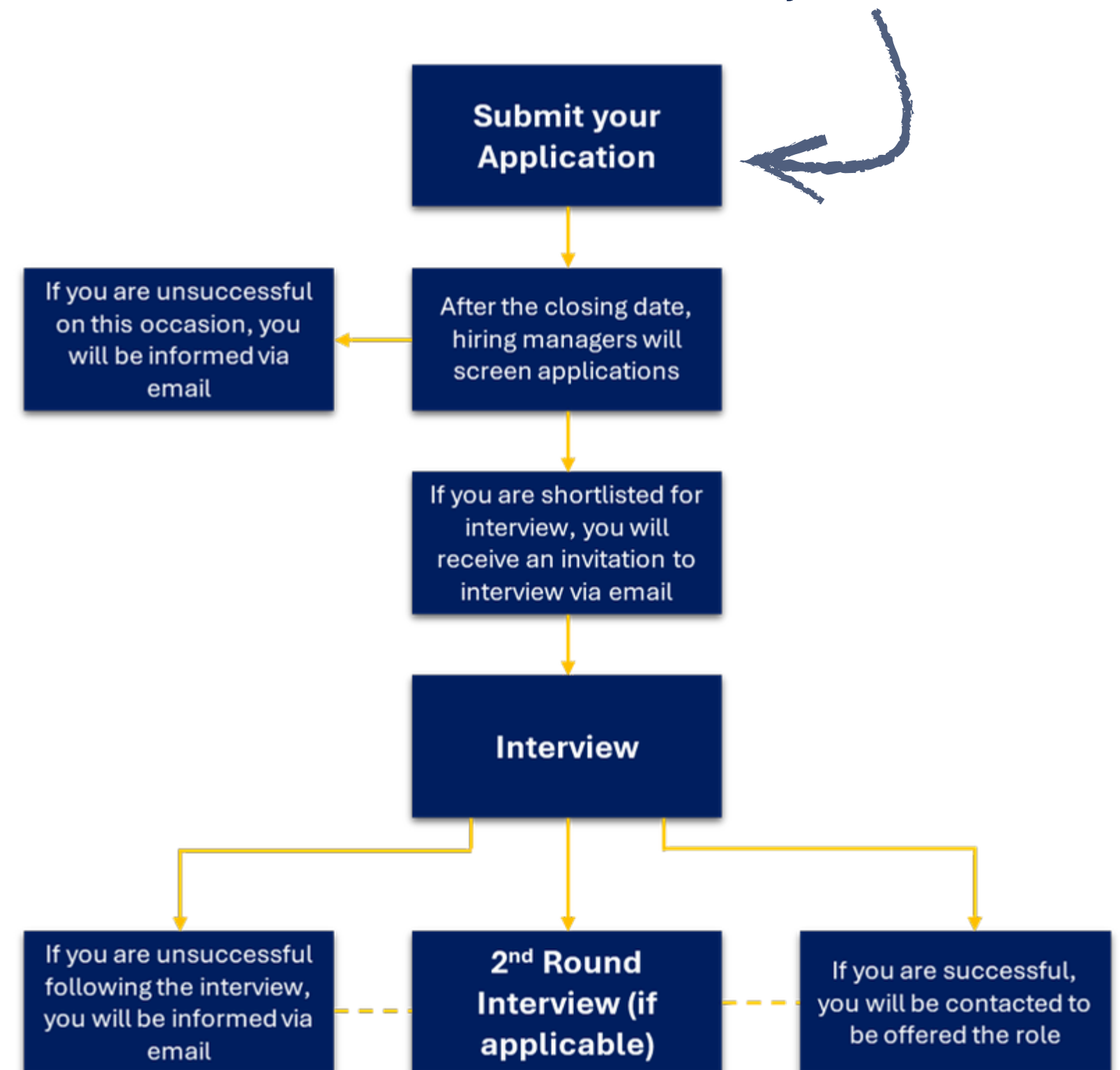
Interview Date

W/C 9th February 2026



APPLICATION PROCESS

via our website www.warriors.co.uk/join-the-team



DIVERSITY AND INCLUSION



OUR COMMITMENT

At Sixways, we are proud to provide a welcoming and inclusive environment for everyone who works with us, volunteers their time, or aspires to join our team. As both the renowned home of Worcester Warriors and a thriving venue space, we believe that our strength lies in the diversity, passion, and commitment of the people who make Sixways special.

We value and celebrate the different backgrounds, experiences, and perspectives that each individual brings. This diversity not only enriches our workplace but also enhances the experience we deliver to our fans, guests, and partners.

We are committed to ensuring that Sixways is a place where everyone feels respected, supported, and able to thrive. We welcome applications from all backgrounds and look forward to continuing to build a team that reflects the inclusive spirit of our Club and venue.



WORKPLACE ADJUSTMENTS

We want everyone to have the opportunity to perform at their best. If you require any adjustments to support you during the application or interview process, please let us know and we'll do our best to accommodate your needs. Similarly, if you are offered a role with us, we will work with you to discuss any workplace adjustments that could help you thrive in your position.

If you would like to talk about this or request an adjustment, please contact HR@sixways.co.uk



Brian Adams Concert 2017

REQUIREMENTS FOR WORKING AT SIXWAYS

Please note that all offers of employment require:

- References deemed satisfactory by Sixways
- Proof of eligibility to work in the UK. For details on which documents can be used to certify your right to work, please refer to [Prove Your Right to Work](#)

DATA PROTECTION

The information you provide in your application will be used by Sixways to assess your suitability for the role you have applied for.

We will not request any special category data at the recruitment stage (for example, information relating to health, ethnicity, or sexual orientation). However, any personal information that is shared or otherwise obtained during the recruitment process will be handled in accordance with our Data Protection Policy and relevant data protection legislation.

Further details about how we protect and use your personal data can be found in our Job Applicant Privacy Notice, or you can contact our Data Protection Officer at DPO@sixways.co.uk for more information.



Francois Hougaard - Player



Fireworks @ Sixways



**READY TO MAKE
YOUR MOVE?**

**WE'RE READY TO
MEET YOU**