Ground Scout
Job Description

Job Title: Ground Scout (Groundskeeping /Caretaking /Cleaning)
Department: Housekeeping
Salary: Oxford Living Wage = £10.50 per hour
Contract Type: Permanent
Hours: Variable = 30 to 37.5 hours per week
Responsible to: Head Housekeeper, Housekeepers and the Domestic Bursar
Supports: Other members of the Housekeeping team
Location: We have positions available in our South (Abingdon Road) and Main Site (Town Centre) Oxford teams

Hours per week are usually worked over five in seven days, mostly Monday to Friday with the occasional weekend required (usually 6 per year). Overtime may be offered from time to time which will be paid at the relevant rate.

The College

Hertford College (“the one with the bridge”) is a constituent college of The University of Oxford, and a registered charity. Hertford is one of the larger Oxford colleges, with roughly 700 students, two-thirds of whom are undergraduates. The main site lies in the heart of Oxford, occupied from the later thirteenth century by Hart Hall and, from 1740 until 1816, by the first Hertford College; and then, from 1822, by Magdalen Hall which was refounded in 1874 as the second Hertford College.

The Fellowship, which has responsibility for the governance of the college, currently consists of forty fellows, the majority of whom are involved in undergraduate teaching. In addition, thirty lecturers supplement teaching provision, and around 125 members of administrative and domestic staff coordinate and support key activities. Fellows, lecturers and students are drawn from a range of disciplines across the four Divisions (Humanities, Social Sciences, MPLS, and Medical Sciences). Academic and administrative offices are on the main site, as is accommodation for many students, complemented by further accommodation for both graduates and undergraduates at various other sites around Oxford.

The college has a reputation for being both progressive and friendly. It was one of the first colleges to go mixed, and the ratio of female students to male remains comparatively high. For over 50 years, Hertford has championed access for students from backgrounds under-represented at Oxford, and this continues to be the focus of our outreach work.

Outside of the three 10-week terms, during Easter and summer, the College is exceptionally busy hosting the International Programme.

Further information about the college is available at http://www.hertford.ox.ac.uk.
The Ground Scout Role

Hertford College is a vibrant and welcoming College set in the centre of Oxford. In an environment where individuals come first, Hertford is renowned for its commitment to academic excellence and impressive range of facilities.

You will be responsible for contributing to the high standard of cleaning in compliance with excellent Health and Safety working practices and agreed cleaning schedules. You will be a good communicator and have a flexible and positive approach. Some lifting is involved.

Purpose: To ensure that cleaning is carried out to the agreed high standards and specifications as outlined by the Head Housekeeper.

To contribute to the team’s achievement of excellent standards of cleanliness and hygiene practices and compliance with Health and Safety and agreed cleaning.

The list of duties presented below is not exhaustive; it simply provides a brief indication of the typical duties of a Ground Scout.

Ground Scouts are expected to:

1) Work as part of the Housekeeping team at Hertford College, to ensure a high standard of service and cleanliness.
2) Assist in room set up and layout.
3) Undertake remedial maintenance tasks (such as tightening screws, changing light bulbs, etc)
4) Identify and report maintenance issues to the Senior Scout/Housekeeper.
5) Maintain external areas such as walkways, paths, gates, patios/driveways. This will include some light weeding, litter picking, leaf raking and jet washing. Ensure gutters/drains are not blocked with fallen leaves or debris. Empty external bins.
6) During inclement weather: ensure surface rainwater is able to drain away without obstruction, scatter salt grit in frost/snow conditions. Clear snow from paths.
7) Assist conference operations during College vacations, by supporting services provided for conference guests and maintaining of facilities.
8) Clean student accommodation, Fellow’s rooms, staff offices and public areas to a high standard
9) Ensure chemicals and equipment are used correctly, responsibly and in compliance with the College risk assessments and COSHH regulations.
10) Follow all Health and Safety requirements; relevant training and supervision will be provided
11) Provide a first line of welfare support to all residents, reporting any concerns to the Senior Scout / Housekeeper
12) Provide daily term-time clearance of residents’ waste bins and all communal and public areas.
13) Provide weekly term-time room-cleaning, with some bed-making and linen changes for College Fellows.
14) Provide and ensure a high standard of cleaning is maintained during the College vacations, servicing conference guests and facilities.
15) Undertake NVQ level 2 (if not already qualified), and any subsequent, relevant training.

Other Duties
The post-holder may be required to undertake other duties at the direction of the Senior Scouts, Housekeepers and the Domestic Bursar, and to provide cover for colleagues in Housekeeping in the event of absence.
Person Specification

Candidates from a range of backgrounds are encouraged to apply for this role. The ability to demonstrate possession of the skills and qualities specified below is more important than experience in a similar role.

Essential
The post-holder is required to be / have:

- Experience in groundskeeping, caretaking or site clearance.
- A practical approach and understand what high standards of cleaning looks like;
- Awareness of surroundings and good observation skills;
- A good level of English to be able to communicate and understand instructions and Health and Safety requirements;
- Excellent customer service skills;
- A good attitude to work, with excellent time keeping;
- A good team member and a willingness to help others.
- A flexible approach to work duties and a willingness to undertake different tasks when requested;
- Flexibility to work weekends
- In excellent health, capable of doing physical work which involves bending, lifting and climbing stairs.
- Willing to undertake training as provided by the College or external provider.
- Bicycle proficiency (able to cycle between annex buildings)

Desirable
The post-holder will ideally possess:

- Previous experience in cleaning and housekeeping;
- Previous experience of working in a College
- Training in Health and Safety and Manual Handling.
- Training in COSHH.

Terms and Conditions

These are permanent roles available for an immediate start.

Available hours between 30 to 37.5 hours per week.

Salary is the Oxford Living Wage rate of £10.50 per hour, which will be reviewed on the 1st April.

The post-holders will need to have a flexible approach to working hours, as there will be particular periods of the year when longer working hours may be necessary (for which you will either be paid overtime or time off in lieu will be granted).

Benefits:
Annual leave: The college offers an annual leave entitlement of 28 working days (five to be used for Christmas Closure), plus Bank Holidays, pro-rata for part-time employees. Bank holidays which fall within the full terms of the University of Oxford are normally worked, for which time off in lieu will be given. The holiday year runs from 1st October to 30th September. Additional holiday days are awarded as longer services awards.
Employee Benefits Platform: Free access to thousands of discounts and savings via vouchers, reloadable cards, cashback and online voucher codes.
Free Meal: When on duty, a meal is provided free of charge when the kitchens are open.
**Pension:** The post is eligible for membership of the OSPS or USS Pension Scheme, further details can be found at [https://finance.admin.ox.ac.uk/pensions](https://finance.admin.ox.ac.uk/pensions)

**Health and Welfare Support:** Employee Assistance Programme. Free annual flu jab.

**Travel Pass Loan:** A discounted travel scheme is available with monthly deductions from salary.

**Cycle to Work Scheme / Bike Loan:** Monthly deductions from salary. On site cycle repair service at discounted rates.

**Sports Facilities:** Access to the University Sport club.

**University Card:** for discounts in shops, cafes and restaurants and University Leisure facilities.

Other staff benefits are outlined on the HR section of the college website: [https://www.hertford.ox.ac.uk/and-more/vacancies](https://www.hertford.ox.ac.uk/and-more/vacancies)

The appointment is subject to a probationary period of six months. The college may initiate a DBS check during employment. You may also be required to submit to a medical assessment that is satisfactory to the College, a medical questionnaire will be provided if relevant to your employment.

Candidates must be eligible to work in the UK, and the appointment will be subject to provision of proof of the right to work in the UK before employment commences. Regrettably, the college is not able to sponsor applicants for a UK visa for this post.

The position may be discussed further with the Head Housekeeper, Emma Graham (emma.graham@hertford.ox.ac.uk) or Monika Hamzova (monika.hamzova@hertford.ox.ac.uk).

**Application and Appointment Procedure**

Those wishing to apply for the post should email the following documents to hr@hertford.ox.ac.uk by 9am on Monday 12 September 2022:

1. CV (maximum three sides of A4)
2. A covering letter detailing how your experience, skills and qualifications meet the criteria for the post;
3. A completed Employment Application Form (available from [www.hertford.ox.ac.uk/about/vacancies](http://www.hertford.ox.ac.uk/about/vacancies)).

Applicants are also asked to complete and return an Equal Opportunities Monitoring Form (available from the college website [www.hertford.ox.ac.uk/about/vacancies](http://www.hertford.ox.ac.uk/about/vacancies)). The information collected on the Equal Opportunities Monitoring form does not form part of the selection process and will not be circulated to the selection panel. It will be used solely to monitor the effectiveness of the college’s equality policy. Completed forms should therefore be sent to hr@hertford.ox.ac.uk as a separate document, and not contained in the same string as the other application materials.

**Interviews will take place as and when applications are received. Once the vacant hours have been filled the advert will be withdrawn. You are encouraged not to delay your application.**

In accordance with the General Data Protection Regulation (GDPR), we have implemented a privacy notice to inform you, as a prospective employee of our college, of the types of data we will process about you. We also include within this notice the reasons for processing your data, the lawful basis that permits us to process it, how long we keep your data for and your rights regarding your data. This Privacy Notice can be found on our website at this address: [https://www.hertford.ox.ac.uk/privacy](https://www.hertford.ox.ac.uk/privacy).