Ground Maintenance Manager

Gilwell Park

disability confident EMPLOYER

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Scouts

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Welcome

We're Scouts and everyone's welcome here. All genders, races and backgrounds. Every week we give almost half a million people aged 6-25 the skills they need for school, college, university, the job interview, the important speech, the tricky challenge and the big dreams: the skills they need for life.

At a time when communities are becoming more divided, we bring people together. We encourage our young people to do more, learn more and be more. We're a worldwide movement, creating stronger communities and inspiring positive futures. We welcome talent from all backgrounds and your contribution to help even more young people succeed in life.

Carl Hankinson, UK Chief Volunteer Aidan Jones, Chief Executive

"My volunteer leaders believed in me as a young person and taught me to believe in myself. They showed me I could do anything I put my mind to, and others would help me along the way. Now I want a new generation to learn the skills, friendship and belonging I felt when I needed them most. I want to show that the outdoors is a place for all of us to be at our best, that Scouts is truly open to all.'

Dwayne Fields, Chief Scout

Why choose Scout Adventures?

Scout Adventures is a natural home for youth groups looking for a brilliant residential or shorter experience such as an activity day. Our adventure centres are not just places to visit and stay; they're starting points for new adventures, challenges, expeditions and experiences.

Benefits

We've got some great benefits

Time Off

- Holiday: 28 days + bank holidays (rising to 32 after two years, pro rata).
- Personal Days: Up to 4 paid personal days per year.
- Maternity/Paternity: Enhanced pay above statutory requirements.

Perks & Development

- Scout Store: 25% discount on select items.
- Online Benefits Portal: Customise your perks.
- Study & Volunteer Leave: Paid leave for learning and volunteering.
- All staff enjoy a complimentary lunch at our centres while on shift and free beverages throughout the day.

Health & Well-being

- Simply Health: Covers optical, dental, and more, plus gym and family discounts.
- Sick Pay: Generous sick pay after 3 months.

Financial Security

- Pension: Auto-enrolled at 3%, Scouts contribute 6%. We match up to 10%.
- Life Assurance: 4x basic salary if you pass away while employed.

Flexibility

- Working Hours: Flexible start/finish times available.

Want to know more?

Check out our benefits page

We’re the Scout Adventures Team.

We’re doing well, but you can help us do better.

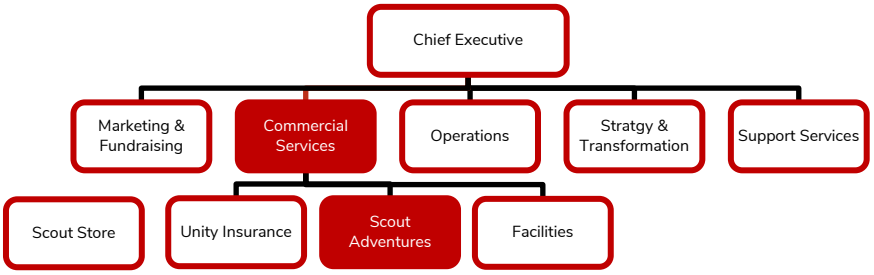
Scout Adventures is a great place to work and is a team with big plans for the future. You’ll be a key part of the centre team and work in partnership with motivated and experienced colleagues across the UK. As well as amazing support from the Scouts, Scout Adventures provides a diverse wealth of opportunities to enhance your personal skillset and knowledge base, with opportunities for progression to bigger Centres or different roles.

We invest heavily in you as a leader, and make sure that you are given the opportunity to keep learning & developing your transferable skills. This is not just an ordinary job in the outdoors; it’s an adventure waiting to happen.

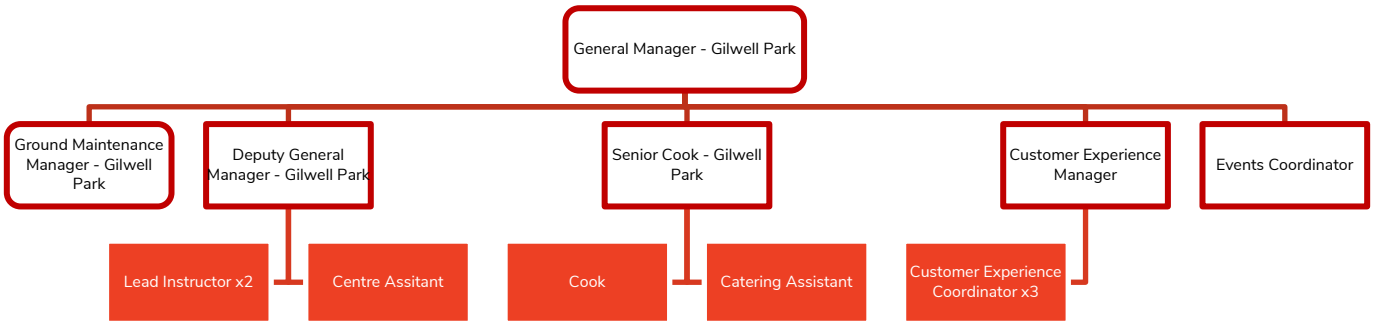
Luke Gaskill
General Manager – Gilwell Park

Our Structure

The UK headquarters of the Scouts is based at Gilwell Park, Chingford, London, and is operationally divided into five directorates.



Team Structure



About the role

Responsible to:	Gilwell Park General Manager
Department:	Scout Adventures
Base Location:	Gilwell Park, Chingford, London
Role supports hybrid working:	Yes – click here for further details
Term:	Permanent
Salary:	£30,888 per annum – Band D, Level 3 (Inclusive of Outer London Weighting)
Hours:	35 hours per week
Line Management Responsibility:	N/A
DBS:	Enhanced

What's expected?

Gilwell Park is a 108-acre estate with a mix of formal grounds, secondary woodland and semi-unimproved grassland. The Park is home to the headquarters of the Scout Association and Scout Adventures, and hosts thousands of young visitors each year who come to learn skills for life, camp and have outdoor adventures

Gilwell Park's Ground Maintenance Manager will lead the practical care, maintenance and improvement of the estate's formal grounds, woodland, grassland and natural spaces. The role is central to keeping the park safe, accessible and welcoming, while delivering hands-on work that restores habitats, improves biodiversity and supports the long-term stewardship of this historic site.

Working as part of the Facilities team, the postholder will plan and carry out practical estate, grounds and conservation tasks, use tools and machinery safely, lead volunteers and groups on site, and help turn the woodland management plan and wider nature-regeneration aims into visible improvements across Gilwell Park.

Key accountabilities

Practical grounds maintenance and management work

- Leading the practical delivery of the 10-year woodland management plan through regular grounds, woodland and habitat maintenance in a mature woodland and historic park.
- Carrying out park restoration and maintenance work, including weeding, formal garden care, mowing, pruning, clearance, planting, mulching and seasonal grounds tasks.
- Maintaining and improving access within the park, including routine inspections, practical repairs to paths, gates, steps, drainage and boundaries, reporting health and safety issues, and resolving problems under own initiative.
- Safe day-to-day use, basic maintenance and cleaning of machinery and tools, including strimmers, ride-on mowers, push mowers, hedge cutters, hand tools, tree care equipment and machines for cleaning paved areas.
- Leading volunteer work parties and supervising volunteers, corporate partners, work experience students and groups of young people.
- Delivering practical habitat creation, maintenance and monitoring, including coppicing, hedge care, meadow and grassland management, woodland restoration, invasive species control and biodiversity improvements.
- Planning, prioritising and completing practical weekly work schedules so routine grounds care, seasonal conservation tasks and reactive repairs are completed to a high standard.
- Preparing work areas, transporting materials, setting out tools, completing site checks, and leaving work areas safe, tidy and accessible for visitors and colleagues.
- Partnership working to help deliver the woodland management plan, including building and maintaining partnerships with local conservation groups and stakeholders (e.g., Epping Forest Conservators)
- Monitoring site litter levels and supporting site cleanliness
- Tracking management plan delivery, and occasional progress reporting to senior management (written and verbally).

People Engagement

- Planning, preparing and delivering practical volunteer and corporate volunteer work parties when needed, including task briefings, tool allocation, safe working supervision and some weekend work.
- Supporting educational and conservation skills training by demonstrating practical techniques, safe tool use and habitat management tasks to young people, volunteers and stakeholder groups where required.
- Deliver training and observations to the international volunteer team in gardening equipment use (strimmer's, lawn mowers, hedge cutters etc)
- Assisting with the planning and delivery of Gilwell Park events and outdoor activities that impact the grounds
- Being an ambassador for the Scouts and Scout Adventures and actively championing the regeneration of nature and nature connection.

General

- Demonstrate and promote Scout Values (Integrity, Respect, Care, Belief, Co-operation)
- Promote, demonstrate and deliver Scout's HQ Nature Regeneration principles and objectives.

- Maintain a commitment to high standards of health and safety at all times. Ensure all work is undertaken within the Scouts health and safety policy and procedures.
- Play an active part within the wider Gilwell Park team.
- Make active use of information and resources gained via personal networks to inform the development of this role.
- Perform any other duties consistent with the role and / or reasonably required by your line manager, and/or the Senior Leadership Team.

About you

Experience

- Knowledge and experience of delivering hands-on nature conservation, practical habitat management, grounds maintenance and estate maintenance in an outdoor operational setting
- Knowledge and experience of practical estate and infrastructure management, maintenance and repair, including ditches, tracks, footpaths, gates, fencing, drainage and visitor access routes
- Demonstrable knowledge and experience of operating and maintaining machinery, tools and equipment to agreed standards
- Experience of planning and completing routine grounds work, seasonal habitat tasks and reactive repairs with limited supervision and to agreed health and safety standards
- Implementing and updating health and safety records and risk assessments
- Experience leading and managing volunteer work parties and skills sharing sessions across all age groups, with specific experience of working with young people
- You will have a proven track record of working and completing work alone and working within a varied team of staff and volunteers

Skills, Abilities & Knowledge

- Strong practical knowledge of relevant ecology, including trees, woodland and parkland, and the ability to translate best practice into safe, high-quality conservation and estate management work on site
- Essential practical conservation skills include coppicing, hedge care, unimproved grassland care, woodland restoration, invasive species management, planting, pruning, mowing, strimming and safe use of hand and powered tools
- Good practical planning and project management skills, including the ability to organise materials, tools, people and safe methods of work for small and medium-sized outdoor projects
- Able to assess practical problems on site, make safe decisions, complete minor repairs where competent, and escalate issues that require specialist support
- Knowledge of environmental compliance requirements & record keeping.
- Strong interpersonal skills with an ability to build relationships and engage effectively with people at all levels
- Good communication skills, both oral and written, with ability to manage and proactively respond to volunteer needs/feedback to improve the site and our services

- Competent user of standard IT applications to a beginner level (e.g. Microsoft word, Outlook, Excel)

No requirement for deer or grey squirrel control skills and qualification. but if present an advantage.

Values & Personal qualities

- An innovative, can-do, enthusiastic work ethic
- Self-motivated and proven experience of ability to work on own initiative
- Effective team worker
- Able to communicate Scouts values, standards and purpose to visitors, supporters and stakeholders
- Committed to conservation and supporting young people to engage and connect with nature through practical skills sharing
- A flexible approach to work and willingness to undertake some evening and weekend work
- Willingness to develop new skills and take on new areas of responsibility
- Thrives working outdoors regardless of the weather

Education & Qualifications

- A manual driving licence that is valid in the UK
- Practical woodland, habitat and estate management competencies - NPTC, Lantra, or equivalent qualifications in relevant practical tasks such as brushcutters or strimmers, mowing equipment, hedge cutting, pruning, tree survey and inspection, land-based activities, woodland management for conservation and hedging
- Formal extended training in horticulture, conservation, habitat management, arboriculture or equivalent an advantage but not essential if equivalent knowledge and experience can be demonstrated

The successful candidate will be expected to complete a formal First Aid qualification including AED and critical bleed training, alongside mandatory e-learning accredited by ROSPA. Depending on operational needs and existing competence, there may also be opportunities for further practical training, such as chainsaw, brushcutter, mower, hedge cutting, pesticide application or other land-based equipment qualifications.

Equity, Diversity & Inclusion

The Scouts is an equal opportunities employer and we are committed to fostering an inclusive environment where everyone feels valued and empowered to contribute. We offer flexible working arrangements to support diverse needs and lifestyles, ensuring that our teams can thrive both professionally and personally. We welcome and encourage applicants from all walks of life, believing that varied perspectives strengthen our innovation and community. Your unique experiences and ideas are essential to our success, and we look forward to hearing from all voices.

How to apply

Before making an application, please make sure that you've read the **Recruitment and Selection Policy**.

Please submit an application via **our jobs page** by **11:59 pm on Sunday 8th November 2026.**

Scouts is an inclusive organisation, and we are committed to creating a recruitment process that is accessible to everyone. If you need support during the application process, please email recruitment@scouts.org.uk, and we will endeavour to support your accessibility needs.

If you are shortlisted for an interview, we will ask you whether you require any adjustments or support to participate fully in the selection process.

To help us monitor the application of our **Equality, Diversity & Inclusion Policy**, we'd be grateful if you'd also complete the Recruitment Monitoring questions on the Application Form.

Interviews will be held at Gilwell Park on **Thursday 19th November 2026.**

If you'd like to find out more to see if this role suits you, we'd be very happy to have an informal chat; please contact recruitment@scouts.org.uk to set up a call or virtual meeting.

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