

United Synagogue Job Description

JOB TITLE: Grounds Person

LOCATION: Burial – based a Bushey Cemetery, but may be required to work across various cemeteries

WORKING HOURS: 39 hours per week (Monday, Tuesday, Wednesday, Thursday and Sunday)

SALARY: £22,000 per annum to start + overtime and extra duty payments, after successful probationary period, if required

REPORTS TO: Cemetery Foreman

BENEFITS: 20 days holiday, pro rata, plus Bank Holidays & Jewish festivals when they fall on a normal working day. Employee Assistance Programme. Ride-to-Work Scheme. Auto-Enrolled Pension.

Vision

Our vision for The United Synagogue is of a modern and united family of communities with members connected to vibrant Jewish life and Torah values.

Mission

The Mission of the US Executive Office is to serve our communities and to lead the organisation by:

1. Initiating, developing, and supporting communities and helping them provide relevant and high-quality services to their members
2. Providing the infrastructure for Jewish religious life
3. Developing creative programmes, which involve members and potential members in Jewish life and values
4. Recruiting, developing and maintaining outstanding Rabbis and other Professional staff, lay leaders and volunteers

Values

The values that lie at the heart of The United Synagogue are embodied in the principles of the Torah and Halacha.

These values are:

- The welcoming of every Jew
- Creating a sense of belonging
- Lifelong Jewish learning
- Spiritual growth and practice
- Mutual responsibility
- The centrality of Israel in Jewish life

Job Purpose

- To ensure that the grounds of the cemetery remain presentable at all times; assist with the burial of the deceased and to clean memorials that have a contract on them.
- To undertake the task of maintaining the grounds and all horticultural operations in conjunction with ensuring the building complex is presentable to members of the public at all times.

Duties and Responsibilities

- Digging and preparing of graves and back filling
- Grass cutting and other horticultural duties
- Erection and making safe of memorials
- Maintenance of the grounds, leaf and litter collection
- Cleaning, maintaining, and repairing tombstones using angle sanders and jet washers
- Cleaning the prayer halls, changing rooms, public toilets/mortuary and staff quarters
- Maintenance and general day to day servicing of machinery and equipment

Person Specification

The person to be appointed to this post should be able to demonstrate the following:

Experience

- Labouring experience would be advantageous – BUT full training will be provided
- Full drivers' licence, would be beneficial, but NOT essential

Abilities

- To work unsupervised and project manage own area of work and deliver results under pressure within tight deadlines and objectives
- Pay attention to detail, to ensure work is carried out with accuracy and the quality expected
- To work in a professional manor, to develop effective working relationships with colleagues and Synagogue Representatives at all times
- To work as an effective and proactive member of The United Synagogue team

Skills

- Manual labouring
- Masonry – full training will be provided
- Horticultural – full training will be provided
- Grave digging – full training will be provided
- Ground maintenance – full training will be provided

Knowledge

- A practical knowledge of current Health and Safety legislation
- All full Health and Safety induction will be provided prior to starting

Quality and operational standards

- Ensure that work is produced of a high standard and meets the department's key performance indicators

Builds the credibility of the Burial Department to empower staff and managers to fulfil their roles effectively

- Personally demonstrate the organisations values, building trust with managers and staff within The United Synagogue and proactively contribute to the organisation's success
- Be proactive in identifying opportunities for own development

Commitment

- Share the ethos of The United Synagogue Burial Society

Generic Duties

- Committed to the aims of The United Synagogue and act as an ambassador for the organisation
- Comply with The United Synagogue's policy and procedures and code of expectations
- Bring to the attention of senior staff any health and safety requirements, which become obvious. In the event of any immediate danger, to take the appropriate action to reduce risk to physical danger to employees, member, contractors, volunteers, children, parents, visitors, or staff
- Work collaboratively with other colleagues across the organisation to ensure The United Synagogue can achieve its vision, mission, and strategy
- Undertake appropriate training as requested by your line manager in conjunction with the Human Resources Department and be committed to own continuous professional development
- Carry out any other reasonable duties as requested by the Chief Executive or other designated senior staff/undertaking such other duties that occasionally fall within the purpose of the post
- Maintaining high levels of discretion and confidentiality at all times
- This job description and personal specification is not prescriptive; it merely outlines the key tasks and responsibilities of the post, and they key tasks and responsibilities are subject to change, any changes will be made in consultation with the post holder
- This Job Description is subject to alteration in response to the changes in legislation or The United Synagogue's operational procedures