

# Curriculum Vitae: Bernard Grigor

## ***PROFILE:***

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A man manager that leads by example, with significant management experience and certification gained by working in environments that demand high attention to detail. I am an individual whose objective is to make a real contribution to the success of a department whilst fulfilling as much personal potential as possible. Taking great pride in the career progression of those I've trained.

A professional who believes success comes from the strength of effective individuals, teams and teamwork. Primary attributes include well-developed communication, negotiation, motivational and interpersonal skills along with enthusiasm and dedication. Just as important is my good sense of humour.

## ***ACHIEVEMENTS:***

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- Preparation of stadium and training pitches for televised events
- Successfully advanced from grass roots Greenkeeping to high level Groundsmanship
- Continually improving pitch performance results in one of the darkest football stadiums in Northern Europe
- Involved in international level football at UEFA 2012 Euro Finals
- Preparation for UEFA Champions League, UEFA Europa League events
- Established and maintained two new turfed pitches at Hampden National Stadium for the 2014 Commonwealth Games
- Appointed as SIS Head Groundsperson for the FIFA 2018 World Cup Final in Russia
- Overseen the pitch installation for F.I.F.A Women's World Cup 2019 Final
- Pitch Manager for Concacaf Gold Cup 2025 covering seven matches
- Creating a grounds department and a reputation for a site that attracts topflight professional sports clubs and individuals to pay to use the facilities

## ***SKILLS and EXPERIENCE:***

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### **Supervisory:**

- Management of all turf care aspects, staff programmes, facilities, and staff wellbeing
- Leading, training and managing a team of qualified and unqualified staff in completing tasks to timescales and furthering their continual professional development
- Training and guiding Head Groundsmen with pitch maintenance procedures in the UK and abroad
- Training of apprentices and seasoned staff alike to remove any skills gaps
- Prioritising tasks and allocating the appropriate staff to complete jobs
- Mentor to work experience students and Duke of Edinburgh Award candidates
- Liaise with managers and contractors to plan weekly and monthly work schedules
- Report writing, record keeping, and large budget control
- Liaising with first team management and youth coaches for all age groups
- Experience of growing grass in temperature ranges of +38°C to -21°C
- Managing two stadium hybrid pitches simultaneously, the Ricoh Arena and Kassam Stadium
- Gaining expertise with performance testing of sports turf surfaces from 2008

## Renovations and Machinery:

- Plan and manage renovation programmes and practices to improve the quality of surfaces to meet deadlines
- Supervising construction, irrigation and nutrient requirements of USGA spec, Fibre-Sand, hybrid and native soil-based surfaces
- Overseeing the reconstruction and short grow-in periods of sports turf surfaces to meet deadlines
- Hands-on experience of golf course bunker, tees, and greens reconstruction
- Build, management and maintenance repairs of various brands of irrigation systems
- Maintaining the quality of sports turf machinery, including repairs and installation of parts
- Planning, using and maintaining M.L.R, T.L.S, and S.G.L. artificial stadium lighting
- Management of sub aeration, undersoil heating, and the first known undersoil cooling system and repairs

## Collaborative and Project Activity:

- Supervising and reporting of USGA spec greens construction
- Greenkeeping representative on the monthly Course Clinic. Meeting with members, addressing their concerns, educating them on golf course management
- Golf course drainage installation on a large scale
- Installation of golf course irrigation systems by Toro Irrigation Services
- Report writing for Forestry Commission, Golf Club Committees and Stadium Managers
- Working in partnership with industry consultants and formulating changes to maintenance programmes
- Communication and working with Marketing and Commercial departments to maximise revenue gained from sports surfaces
- Hired by the S.T.R.I to manage and maintain the Arena Lviv pitch in the Ukraine for EURO 2012. Additionally, to establish Harrogate Town F.C. new grass surface
- Early preparation of the maintenance team and all related requirements for the 2018 World Cup Final venue pitch
- Observe and assist the Tarkett Playmaster installation on behalf of FIFA for the 2019 Woman's World Cup Final venue
- Host training venue for the Woman's Rugby World Cup 2025, and previous Rugby League World Cup 2022
- Annually requested to assist topflight tournaments and report on progress of professional surfaces

## **EMPLOYMENT HISTORY:**

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Queen Ethelburga's College	Grounds Manager	Sept 2016 - Present
Greenfields UK	Grounds Manager	April 2016 - Sept 2016
SIS Pitches	Head Groundsman	June 2015 - April 2016
Souters Sports Ltd	Maintenance Manager	Mar 2014 - June 2015
Rangers F.C	Deputy Head Groundsman - Ibrox	May 2011 - Mar 2014
Rangers F.C	Deputy Head Groundsman - Murray Park	Sept 2008 - May 2011
Crowwood Golf Club Ltd	Deputy Course Manager	Jan 2005 - Sept 2008
Mount Ellen Golf Club	1 <sup>st</sup> Assistant Greenkeeper	June 2000 - Jan 2005
Crowwood Golf Club Ltd	Apprentice Greenkeeper	July 1997 - June 2000

**EDUCATION and TRAINING:**

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<b>Standard Grade</b>	English, French, Graphic Communication, History, Mathematics, PE, Science, Craft and Design
<b>SVQ</b>	Amenity Horticulture: Sports Turf Maintenance, Level 3  Vehicle Mechanical and Electronic Systems, Unit Replacement – Light Vehicle (Level 2)
<b>NC</b>	Greenkeeping
<b>Certificates of Competence</b>	Safe Use of Pesticides PA1, PA2 & PA6 CPCS Health and Safety 9 Ton Dumper Agricultural Tractor First Aid at Work (Named Person)
<b>Continual Professional Development with Employer</b>	Risk Assessment Safe Working Practices COSHH

**ADDITIONAL INFORMATION:**

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I.T. Skills: Microsoft Office / Power Point / Excel/ Email

Elected by fellow staff to represent Rangers F.C. support staff at the Employee Consultation Group to raise questions and concerns to management and feedback the outcomes.

I enjoy socialising with my work colleagues and family. Reading James Patterson and Conn Igguldon. Eating out, cooking and trying cuisine from different cultures. I also have an unhealthy interest in American classic cars.

**REFERENCES:**

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Referees and extensive photographic evidence of work is available upon request.