THE GOVERNOR'S ACADEMY

POSITION POSTING
GROUNDS AND SPORTS TURF SUPERVISOR
Starting: JANUARY 2027

OUR SCHOOL

The Governor's Academy, the oldest boarding school in New England, inspires and engages inquisitive students in ninth through twelfth grade. Our 456-acre campus is located thirty miles north of Boston and five miles south of Newburyport, a classic New England coastal town. Govs has approximately 400 students and 200 employees.

Govs faculty and staff are committed to creating and cultivating an intentionally diverse and inclusive community that allows students to learn from each other's unique backgrounds and experiences, discover their passions, find and use their distinctive voices, and achieve academic and co-curricular excellence. We welcome applications from candidates of all backgrounds.

Adults in our community are professionals who appreciate individuality, collaboration, and service to others—all so that we can go far together.

POSITION SUMMARY

The Grounds & Sports Turf Supervisor is responsible for the daily operations of the Grounds and Sports Turf team tasked with maintaining The Governor's Academy's 400+ acre campus. The position provides day-to-day leadership to the team, plans and prioritizes work, assigns and oversees projects and maintenance activities, and works alongside staff. The Supervisor also coordinates materials, equipment, contractors, and related projects to ensure the campus grounds and athletic fields are safe, attractive, functional, and well maintained.

This is a full-time, non-exempt Staff position.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES

- Supervise, train, and support the Grounds & Sports Turf team, including daily work assignments, scheduling, and performance expectations.
- Oversee the care and maintenance of the Academy's extensive grounds, athletic fields, lawns, trees, plantings, walkways, roadsides, and landscaped areas.
- Develop and maintain seasonal grounds and landscaping schedules, prioritizing work based on campus needs, weather, events, and available resources.
- Oversee the maintenance and preparation of athletic fields, including mowing, field lining, aeration, overseeding, irrigation, drainage, fertilization, and other turf management practices.
- Coordinate with Athletics and other campus departments regarding field schedules, events, and maintenance requirements.
- Oversee and perform mowing, trimming, planting, pruning, mulching, irrigation, fertilization, leaf removal, pest control, and other routine landscape maintenance.
- Operate motorized tree trimming, removal and management equipment, including chainsaws, pruners, and brush chippers
- Coordinate and perform seasonal campus operations, including spring cleanup, summer landscaping, fall leaf removal, winter preparation, and snow/ice response as needed.
- Operate grounds equipment and vehicles; coordinate preventative maintenance and repairs with Mechanic to ensure equipment is safe and reliable.

- Utilize the Academy's CMMS (maintenance management system) to plan, prioritize, assign, track, and communicate work requests, preventive maintenance, and recurring seasonal tasks.
- Conduct regular inspections of campus grounds, athletic fields, landscaping, and related areas; identify maintenance needs and ensure work is completed to established standards.
- Assist with planning and implementation of landscape improvements, including planting projects, irrigation, drainage, hardscape, and campus beautification initiatives.
- Manage the appropriate use and storage of fertilizers, pesticides, fuels, and other grounds-related materials in accordance with regulations and Academy policies.
- Maintain accurate inventories of equipment, materials, and supplies and assist with developing annual operating and capital budget needs.
- Work with outside contractors and vendors as needed for specialized landscaping, tree work, irrigation, athletic field maintenance, pest control, and other groundskeeping service providers.
- Maintain campus grounds to a high standard of appearance, cleanliness, safety, and functionality.
- Other duties as assigned.

QUALIFICATIONS

- Five (5) years of experience in grounds maintenance, landscaping, and/or sports turf management, including demonstrated supervisory experience and knowledge of grounds maintenance operations, horticulture, and turf management.
- Must be a positive team player and be able to motivate others and maintain a positive workplace environment.
- Must be able to interpret work orders, project requests, and operational needs, and prioritize, delegate, and oversee work performed by team members.
- Must be able to respond and/or work during off hours, including snow removal operations, event preparations & operations, and emergency response.
- Ability to communicate effectively with direct reports, Academy personnel, contractors, and various other constituents, and to give and follow instructions both verbally and in writing.
- Computer proficiency to support work order management and communication to and from various resources.
- Successful completion of a background check.

Licenses & Certifications

- Must have or be able to obtain MA- DPL Hoist Operator's licence(2A/1C) within 6 months of DOH
- Must have or be able to obtain pesticide certification within 6 months of DOH
- Must have a valid driver's license and be able to obtain DOT Medical Certificate, Aerial Boom Lift, and Fall Prevention training upon DOH

SALARY RANGE

$28.85 to $36.05 per hour. Please note that the quoted salary range is not a guarantee of what the final salary offer might be. Variables include years of work experience, industry-specific experience, education level, etc.

HOURS

- Monday – Friday, typically 7:00 am to 3:30 pm. Overtime, weekends, and nights are required at times.

SUPERVISION RECEIVED: This position reports jointly to the Director of Facilities and Associate Director of Facilities.

SUPERVISION OF OTHERS

This position supervises the Grounds Tradespeople

PHYSICAL DEMANDS

To perform essential functions of the job, the following applies:

- Physical ability to perform all job functions and work in cold environments required.
- Must work safely and wear proper attire to suit the conditions of the job function.
- Is capable of standing, bending, walking, and climbing stairs.
- Able to perform multiple tasks.
- Must be able to lift at least 50 lbs.

WORK ENVIRONMENT

- The Academy has a modern, well-equipped mechanical repair building where most of the work will be performed.
- Work is performed outdoors and indoors in all-weather situations.
- The successful candidate will be flexible, enthusiastic, hardworking, and responsible and will enjoy a very busy work environment in which they will meet many people daily.
- The Governor's Academy is a non-smoking campus.

Please click here to apply for the Grounds and Sports Turf Supervisor Position

STATEMENT OF SCHOOL VALUES

As an educational community, the Academy has an administration, a faculty, and a student body committed to learning. We pursue this commitment in a dynamic environment that fosters lifelong intellectual independence, responsibility, teamwork, service, and respect for others. We are committed to creating and maintaining a diverse and inclusive community that is physically and emotionally healthy.
In order to provide equal employment and advancement opportunities to all individuals, employment decisions at the Academy are based on merit, qualifications, and skills.

The Academy is committed to a policy of non-discrimination for all employees and qualified applicants and strives to promote equity in all areas of employment. The Academy is committed to ensuring that employment decisions are made without regard to race (including traits historically associated with race, such as protective hairstyles), color, sex, pregnancy, childbirth or related medical conditions, age, religion, national origin, ancestry, sexual orientation, gender identity, physical or mental disability, veteran status, military service, application for military service, genetic information, or any other characteristic protected by applicable law (“Protected Characteristics”). The Academy will make reasonable accommodations for qualified individuals with known disabilities, in accordance with applicable law.

This commitment is evident in all aspects of our employment practices and policies, including recruiting, hiring, selection, job assignment, promotion, compensation, discipline, termination, and access to benefits and training.

Any employees or qualified applicants with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or the Human Resources Office. Employees can raise concerns and make reports without fear of reprisal. Retaliation against an individual for making a good faith report of discrimination is unlawful and is strictly prohibited by the Academy. Anyone found to be engaging in any type of unlawful discrimination or retaliation in violation of this policy will be subject to disciplinary action, up to and including termination of employment.

October 2026