Basking Ridge Groundskeeper
The Pingry School

About Pingry
The Pingry School, a prestigious K-12 coeducational, independent day school with a rich history dating back to its founding by Dr. John F. Pingry in 1861, stands at the forefront of academic excellence in the United States. With campuses located in Basking Ridge, Pottersville, and Short Hills, New Jersey, Pingry is celebrated for its academic programs, a student-written Honor Code that underpins our community values, and a comprehensive commitment to arts, athletics, community, and civic engagement. Our mission is to inspire in our students a lifelong passion for learning, personal development, and social responsibility, preparing them to be global citizens and luminaries of the 21st century. Rooted in relationships and guided by our foundational philosophy, Pingry is a vibrant community of more than 1,200 students hailing from over 90 towns across New Jersey and New York. At Pingry, we are united by a love of learning and a commitment to preparing students to navigate the complexities of the 21st century with confidence and integrity. For more information, we invite you to visit our website at pingry.org or connect with The Pingry School on Facebook, X, and Instagram to discover why we love school.

Position Summary
Groundskeepers play a vital role in maintaining the safety, functionality, and appearance of Pingry's nearly 200-acre Basking Ridge campus, an active educational, athletic, and event environment serving Middle and Upper School students. This is not a typical high school grounds position. The work includes maintaining landscaped areas, walkways, roads, outdoor gathering spaces, and a heavily used athletics complex with seven outdoor playing fields, a track, 12 tennis courts, and a cross-country course.

Reporting directly to the Grounds Supervisor, the Groundskeeper is a hands-on and versatile member of the Facilities and Grounds team. In this role, you will help prepare and maintain facilities that support 35 Upper School varsity teams across the fall, winter, and spring seasons, as well as Middle School and junior varsity athletics, summer programs, rentals, and all-community events. Groundskeepers are central to creating the field quality, safety, appearance, and event readiness needed for daily campus life and high-profile athletic use.

Pingry's athletic facilities are recognized well beyond the school community. The Miller A. Bugliari '52 World Cup Soccer Field has hosted training visits from organizations including AC Milan, Manchester United, Paris Saint-Germain, Juventus, and Costa Rica's national team. In 2026, Pingry served as Morocco's Team Base Camp Training Site for the FIFA World Cup. This work requires a team member who takes pride in maintaining a complex, active campus and understands how excellent grounds care directly supports student life, athletics, events, and the overall Pingry experience.

This is a 12-month, full-time hourly position with regular hours of 7:30 a.m. to 4:00 p.m., Monday through Friday. Flexibility is essential, as occasional overtime and evening or weekend work may be required for large-scale events, snow removal, athletic competitions, and weather-related campus needs.

Candidates with military service, trade school training, or prior experience in parks, golf courses, athletic facilities, or large-property maintenance are encouraged to apply. Hands-on skill, attention to detail, adaptability, and a collaborative approach are highly valued on the Grounds Crew team.

What will help you succeed:

- You take pride in maintaining outdoor spaces that are safe, attractive, and welcoming. Whether painting athletic-field lines, pruning seasonal landscaping, or caring for turf, you understand that the condition of the campus contributes to the daily experience of students, employees, families, and visitors.
- You enjoy hands-on, physical work and adapt comfortably to changing seasonal needs. You may move from operating grounds equipment or tractors to assisting with hardscape repairs, walkway maintenance, snow removal, or outdoor event setup.
- You remain dependable and focused when priorities shift. During weather events, athletic competitions, and large community gatherings, you respond calmly, communicate with your supervisor, and help the team address time-sensitive needs.
- You follow safety procedures and equipment protocols carefully. You recognize potential hazards, including icy walkways, damaged fencing, uneven surfaces, and equipment concerns, and report or address them promptly.
- You work well as part of a collaborative crew. You communicate clearly, share responsibility for team projects, and interact professionally and helpfully with colleagues and members of the school community.

Key Responsibilities

Athletic Field and Facilities Care

Maintain grass and synthetic turf surfaces through mowing, trimming, fertilizing, aerating, painting field lines, and setting up and relocating athletic equipment. Assist with the care of tennis courts, tracks, outdoor athletic spaces, and surrounding grounds.

Landscaping and Grounds Maintenance

Perform seasonal landscaping and grounds-care activities, including planting, weeding, mulching, pruning, leaf removal, turf care, and general outdoor beautification.

Campus Appearance and Routine Care

Help maintain the overall appearance and safety of campus grounds, including walkways, roads, parking areas, outdoor gathering spaces, landscaped beds, and common areas. Remove debris, identify hazards, and support routine cleanup and upkeep across the property.

Equipment Operation and Maintenance

Safely operate and perform basic preventive maintenance on grounds equipment and machinery, including commercial mowers, tractors, spreaders, utility vehicles, hand tools, snow-removal equipment, and other specialized tools as assigned.

Hardscape and Exterior Upkeep
Assist with basic exterior infrastructure maintenance and repairs, including asphalt maintenance, sidewalk edging, walkway patching, fencing, signage, and other campus grounds features.

Weather Response and Snow Removal
Participate in winter weather response by clearing snow and ice, applying ice melt or salt, shoveling walkways, and operating snow-removal equipment as assigned. Assist with weather-related preparation and recovery throughout the year.

Event and Logistical Support
Support school departments with outdoor event preparation, including setup and breakdown, traffic-flow support, placement of equipment and furnishings, and general property logistics for athletics, school events, rentals, and community programs.

Qualifications and Requirements

- High school diploma or equivalent required.
- Demonstrated ability to follow directions, work independently when appropriate, and contribute effectively as a member of a team.
- Reliable, punctual, service-oriented, and committed to maintaining a safe and professional campus environment.
- Prior experience in landscaping, turf care, grounds maintenance, parks, golf courses, athletic facilities, or large-property maintenance preferred.
- Experience operating commercial grounds equipment, such as mowers, trimmers, tractors, spreaders, utility vehicles, snow-removal equipment, or similar machinery preferred.
- Ability to work outdoors in varying weather conditions throughout the year.
- Valid driver's license required.
- Flexibility to work occasional overtime, early mornings, evenings, weekends, and weather-related or snow-removal assignments as needed.
- Ability to perform the essential functions of the position, with or without reasonable accommodation, including traversing uneven outdoor terrain; standing, walking, bending, crouching, and kneeling for extended periods; and moving or positioning equipment and materials weighing up to 50 pounds.
- Commitment to fostering a diverse, equitable, and inclusive community aligned with the mission and DEIB values of The Pingry School.

Qualified candidates are invited to apply online at https://www.pingry.org/careers.

The salary range for this position is **$22-30 per hour.** Final compensation will be determined based on experience and education.

Pingry offers a comprehensive benefits package to full-time employees, including, but not limited to, medical, dental, and vision coverage; retirement plans with employer matching; life and disability insurance; tuition remission for employees' children; and access to wellness and professional development resources.

A full list of benefits is available at www.pingry.org/careers.