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**FAKENHAM ACADEMY**

**JOB DESCRIPTION**

**SCIENCE TECHNICIAN**

**To start from October 2023**

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| **Line Managers job title:** | Head of Science |
| **Salary:** | Points 5-9 of the Support Staff Scale  **FTE** £21,575 - £23,194 per annum (depending on experience)  **Pro rata** **£20,163 - £22,067 per annum**, including an allowance for holiday pay. |
| **Tenure:** | Fixed term Maternity Contract |
| **Contract type:** | Term-time plus 4 Weeks |
| **Hours per week:** | 37 hours per Week |

**THE POST**

Fakenham Academy is a member of the Sapientia Education Trust (SET). SET is an expanding multi-academy trust with 10 primary and 7 secondary schools.

We are looking for a hard-working and enthusiastic person with high standards and the

ability to communicate and interact effectively with others as part of our school as a

**Science Technician.**

The successful candidate will support and maintain the laboratory, preparation room, equipment and consumables. This is a temporary role to cover the maternity leave of one our current Science Technicians. Ideally, the post-holder will possess sound knowledge and experience in a science-based work environment, although this is not essential as training will be given.

The first six months of employment shall be a probationary period and employment may be terminated by the Trust during this period at any time on one week’s prior written notice. The Trust may, at its absolute discretion, extend this period for up to a further six months. During this probationary period, performance and suitability for continued employment will be monitored.

**PERSON SPECIFICATION**

The personal competencies expected of a Science Technician are:

* The ability to communicate clearly and tactfully using appropriate methods and

an awareness of the impact of your own communication on others;

* Able to maintain positive relationships with all and able to work as an effective and

flexible part of a team; willing to change methods of work and routines to benefit

the team;

* Willingness to accept responsibility for your own actions

The professional competencies expected of a Science Technician are:

* Ability to solve straightforward problems
* Exchange information with pupils, teachers and other technicians
* Uses hand/eye co-ordination and dexterity in the preparation of materials or use of equipment
* Works from instructions, but makes minor decisions involving the use of initiative. Problems are referred to a line manager. Little close supervision is necessary beyond that provided by working arrangements and methods.
* Responsible for careful use of expensive equipment
* May keep basic financial records

The qualifications and experience required of a Science Technician are:

* A good level of literacy and numeracy
* Knowledge of science equipment, resources and related procedures
* A degree or post16 qualification relevant to the post

**JOB SPECIFICATION**

**General Responsibilities**

The Science Technician is responsible for supporting and maintaining the laboratory, preparation room, equipment and consumables.

**Specific Responsibilities**

A non-exhaustive list of specific responsibilities for the role is below and you will be required to undertake other duties and responsibilities as may reasonably be required.

* Carry out maintenance and basic first line repairs of science equipment, if necessary recommending repairs by outside contractors or replacement to supervisor.
* Prepare all equipment and resources for demonstration purposes or for use by teaching staff and pupils. Make up standard solutions. Construct and modify apparatus. Deliver equipment to laboratories. Care for plants.
* Clean equipment and laboratories after use, including chemical spillages. Clean laboratory sinks and supervise emptying of sink traps. Carry out health and safety checks on laboratories, preparation rooms and stores.
* Ensure safe storage of laboratory equipment in line with health and safety regulations (COP). Collecting, checking and returning equipment to stores. Stocktaking, cataloguing and resource control.
* Dispose of chemicals safely and in line with health and safety regulations. This may include safe disposal and management of radioactive materials.
* May be required to support teaching staff in lesson delivery, e.g. practical demonstrations. Trial practical activities. Keep up to date with developments in practical science and advise teachers accordingly. Develop new activities.
* Attend lessons when required to assist pupils with practical work. Provide technical support to students/ pupils including health and safety guidance.
* Carry out risk assessment for technician activities. Ensure teachers have appropriate risk assessments for the practical’s that they intend to deliver. Provide health and safety guidance to experiences and trainee teachers. Keep up to date with health and safety requirements and advise staff accordingly. Carry out safety checks including electrical equipment (PATs), pressure vessels, eye protection, chemicals that deteriorate, glassware, bunsen burner tubing, etc
* Placing orders, checking deliveries and invoices. Keeping financial records. Obtaining materials by local purchase and hold petty cash float.
* Assist with field trips/visits. Science clubs and competitions. Open days and evenings
* Laminating, collating, filing and photocopying.

The post-holder will be required to comply with the Trust Code of Conduct. The post holder will have access to and be responsible for confidential information and documentation. They must ensure confidential or sensitive material is handled appropriately and accurately.

The post holder shall participate in the Trust’s programme of Performance Management and Continuing Professional Development.

**HOURS OF WORK**

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| --- | --- |
| Paid Weeks per year | Term Time plus 4 weeks |
| Hours per week | 37 hours per week |
| Normal working Pattern | Monday to Thursday  08.30-16.30  Friday  08.30-16.00 |
| Unpaid Breaks | 30 minutes lunch break where the working day exceeds 6 hours |
| Holidays | Holiday pay entitlement is included in the pro rata salary for the post and there is no entitlement to take holidays during term-time. |
| Annual leave entitlement | **Until 31st March 2024**  Annual holiday entitlement for full-time support staff is 36 days (including bank holidays), rising to 40 days after 5 years’ service.  **From 1st April 2024**  Annual holiday entitlement for full-time support staff will reduce to 34 days (including bank holidays), rising to 38 days after 5 years’ service.  Holiday entitlement is pro-rata for employees who work less than 52 weeks per year and/or less than 37 hours per week. |
| CPD Days | CPD is included in your pro-rata salary and you will be expected to work on all published CPD Days. Any additional time required for CPD can be claimed on a timesheet. |

**REMUNERATION**

* Points 5 – 9 of the Support Staff Salary Scale
* FTE Salary: £21,575 - £23,194 per annum
* Pro rata salary: **£20,163 - £22,067 per annum**

The post-holder will be auto enrolled to join the Trust’s nominated pension scheme for support staff provided by Norfolk Pension Fund. This scheme is a defined benefit scheme with the current employer contribution rate set at 20.20%, and employee contributions of 6.5%. Staff do have the option to reduce contributions by 50%.

**MID-YEAR ADJUSMENTS – TERM TIME/TERM TIME PLUS**

Salary payments are averaged out over the 12 months of the Academic Year. If you

begin employment with the Trust during the Academic Year, or you have changes made to your contract, a Mid-Year Adjustment calculation will be made. This is to ensure that

employees are only paid for work they will do over the remaining months of the Academic

Year. This is worked out based on working days of the term time calendar not an equal

division of full months to be worked.

The post-holder will be auto enrolled to join the Trust’s nominated pension scheme for support staff.

**DRESS CODE**

The post-holder will be expected to wear appropriate business attire. No open toed shoe/sandals should be worn at school. All staff will be supplied with appropriate Staff ID. This must be worn at all times to ensure that students, staff and visitors are able to identify employees.

**PRE-EMPLOYMENT CHECKS**

Sapientia Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All staff must be prepared to undergo several vetting checks to confirm their suitability to work with children and young people. The Trust reserves the right to withdraw offers of employment where checks or references are deemed to be unsatisfactory.