



# **Fir Vale Academy**

The best in everyone™

Part of United Learning

## **Briefing Pack for Applicants**

**Science Technician**

**November 2025**

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## Section 1 - Post Advertisement



**Job title:** Science Technician  
**Location:** Fir Vale Academy, Owler Lane, Sheffield, S4 8GB  
**Salary:** FTE £25,989 gross per annum – Actual £22,425.51 gross per annum  
**Contract:** Permanent, Full-Time 37.5 hours per week, 39 working weeks  
**Start date:** As soon as possible

We are seeking to appoint a diligent and proactive individual for the position of Science Technician at Fir Vale Academy.

This role requires a highly focussed individual who is organised and passionate about making a difference for our academy and the local community. This is a challenging role that will bring many rewards.

### **We will offer you:**

- Highly competitive pay above national average.
- Excellent facilities and resources.
- Access to an outstanding professional development programme.
- A respectful working environment.
- Supportive, friendly colleagues who are committed to each other's professional development.
- A chance to become part of United Learning, one of the largest groups of academies in the country.
- Opportunities to work collaboratively with colleagues in each academy, across the Cluster and United Learning.
- Excellent employee benefits which include a highly sought-after pension scheme with high employer contributions.
- Access to training through the Apprenticeship Levy.
- Westfield benefits platform.
- Free on-site parking.
- Access to an Employee Assistance Programme (EAP).
- We encourage open and regular conversations about work-life balance.

As part of United Learning our aim is to bring out 'the Best in Everyone' and we continuously strive to ensure that students and staff have every opportunity to succeed, with their potential developed to the utmost.

United Learning is one of the largest and most successful Trusts in the country who offers unrivalled Continuing Professional Development (CPD) and training, including opportunities for nationwide networking.

### **We are looking for:**

- An individual with excellent communication skills.

- Experience working within the education sector, preferably in a role focused on attendance.
- A driven, proactive and positive individual with an unwavering commitment to continuously improving standards.
- A team player who works closely with colleagues and other professionals to ensure policies and procedures are in place to secure high levels of attendance and engagement.
- Good general IT skills.
- Be resilient in implementing the academy's attendance policy.
- An individual who has a fundamental belief in the power of education to enable students to achieve anything they set their minds to.
- You must have good organisational skills and a keen eye for detail.
- Demonstrate a positive, proactive and professional approach at all times.

Please see the job description and person specification for further detail.

To apply, please click the 'Apply Now' button at the top of the advert on our website using the following link to our vacancies page: [Fir Vale Academy Vacancies](#) and complete our online application form. Please note that CVs are not accepted.

**The closing date for this post is Midnight, Sunday 14<sup>th</sup> December 2025.**

**If you would like to discuss this exciting opportunity, please contact**

[hr@unitedlearningyorks.org.uk](mailto:hr@unitedlearningyorks.org.uk)

United Learning is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Employees will, in accordance with statutory guidance, be subject to a comprehensive checking process including references from current and previous employers, health, Right to Work in the UK, an Enhanced DBS check and a further check against the appropriate barred list.

#### **About United Learning:**

Fir Vale Academy is part of United Learning which is a large and growing group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our Subject Specialists, Group-wide Intranet, our own curriculum and online learning portal all help us share knowledge and resource, which supports simplifying work processes and managing workloads for an improved work-life balance.

As a Group we can reward our staff better, we provide good career opportunities, better pay, employee benefits and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing. Our academies each have at least eight INSET/training days per year (with three of those solely dedicated to planning) and an ongoing group-wide wellbeing programme. It is an ethos we call 'the Best in Everyone'.

We are working hard to become a more diverse organisation, which is key to our commitment to bringing out 'the Best in Everyone'. We welcome applications from everyone committed to this ethos and would particularly welcome applications from black and minority ethnic candidates who are currently under-represented in the Group as a whole. We always appoint on merit. We are open to discussing flexible working options.

<https://unitedlearning.org.uk/>

## Section 2 – Letter from the Regional Director

Dear Candidate

Thank you very much for your interest in the role within the Yorkshire United Learning Cluster. The cluster itself is a close-knit group of four Secondary Academies: Fir Vale Academy, Barnsley Academy, Sheffield Park Academy and Sheffield Springs Academy, who work alongside a number of local Primary Academies; all from within the United Learning Trust.

The cluster is well-established and has excellent support from locally based cluster central services. These cover Business Management, HR, IT and Site/Estate Facilities. They are led by an Executive Business Manager. This provides our Academies with excellent trained advice and support in these areas; this benefits the leadership and wider staff of every Academy.

United Learning Trust is a national organisation serving Primary and Secondary Academies, all-through Academies and Independent Schools. Our ethos is, “the Best in Everyone”. This is a useful phrase that sums up the work and focus of the organisation. Every decision taken is done with this aim in mind: for staff, for students and for the community. The Trust values of Respect, Determination and Ambition are driven through the Character Programme, which each Academy has carefully interpreted in their own way. The Trust attributes of Creativity, Confidence and Enthusiasm are demonstrated at every level.

United Learning, and Academies within the Yorkshire Cluster, demonstrate a strong commitment to staff CPD and staff wellbeing. If you join our schools you will be inducted, supported and developed in a deliberate way from before you even take up post. Our status as an Academy Trust enables highly competitive rates of pay progression and our employee schemes, such as Westfield, are an attractive feature of employment.

Above everything, we put young people first and seek to recruit adults who share this view. We work with students, parents and families to provide a structured, supportive experience that enables them to achieve as well as they possibly can and become excellent scholars and rounded individuals. We insist on classrooms and corridors that are respectful, orderly places where everyone is expected to display positive and mature attitudes.

Applying for a new job is a huge investment of time and emotional energy. The recruitment decision has to be right for employee and employer. I would encourage you to seek out any information you need in order to make the important decision to apply and we welcome visits to our schools in advance of applications wherever this might be helpful.

I do wish you the very best with your application and thank you again for considering us.

Best wishes,

Laura Moore  
Regional Director  
United Learning

## Section 3 – Letter from the Principal of Fir Vale Academy



Dear Candidate,

Thank you very much for your interest in joining Fir Vale Academy. I am delighted to introduce you to our school, and I hope this application pack gives you a clear sense of our values, our community, and the exciting opportunity this role presents.

Fir Vale Academy is a diverse and dynamic 11–16 secondary school, proudly serving the North of Sheffield. We are part of the United Learning family of schools, and we work closely with our cluster partners to share best practice and drive improvement. We fully subscribe to the ethos and values of United Learning, which align closely with our own commitment to ambition, opportunity, and determination for every student.

You are very welcome to contact me directly for an informal conversation prior to applying, and we would be pleased to arrange a visit so you can experience our school in action.

Thank you again for considering Fir Vale Academy as the next stage in your career. I wish you the very best of luck with your application.

Warm regards,

Danny Bullock  
Principal

## Section 4 – Job Description



### Job Description

<b>Post title</b>	Science Technician
<b>Salary</b>	Band 2
<b>Responsible to</b>	Head of Science
<b>Responsible for</b>	There are no direct line management responsibilities associated with this role however, there are elements of supervision.
<b>Role purpose</b>	<p>To provide a comprehensive range of support to the Science Departments.</p> <p>To assist pupils and teachers with their daily tasks and to ensure the areas within the Sciences are maintained to a high standard.</p> <p>To monitor the distribution of materials and to be responsible for the replenishment of stock.</p>
<b>Relevant qualifications</b>	<ul style="list-style-type: none"><li>• Minimum of A-C grade in GCSE English and Maths or equivalent.</li><li>• To have a experience of using science equipment.</li><li>• To have a sound knowledge of Health &amp; Safety regulations.</li><li>• Qualifications in Science/Technology</li></ul>

The postholder must, at all times, carry out their duties and responsibilities within the spirit of United Learning Trust and academy policies and procedures, and within the legislative framework applicable to academies.

### Role Summary

To supervise whole classes during the short-term absence of the class teacher under the guidance of teaching/senior staff, including implementation of work programmes, managing student behaviour and assisting students in relevant activities.

To assist students and teachers with their daily tasks and to ensure the areas within the are maintained to a high standard.

## Key Responsibilities

- To prepare, issue, receive, monitor, maintain and store resources used within the department.
- To prepare apparatus, equipment and materials for use in classrooms and laboratories as requested and clear it away afterwards ensuring safe disposal of waste.
- To set up and carry out demonstrations as directed.
- To construct and modify apparatus as necessary. Work with teachers to develop new apparatus and equipment for use in lessons.
- To maintain an efficient and safe science preparation room which functions efficiently to support the delivery of the Science curriculum.
- To maintain and repair any broken/damaged pieces of apparatus, and to keep a log of how, where and when the damage occurred.
- To organise and store science equipment and apparatus correctly, following any necessary published guidelines.
- Maintain stock level of chemicals, and other materials as necessary and advising the Head of Department of items and quantities required.
- Dispose of waste laboratory materials including chemicals/microbiological waste/animal carcasses in accordance with established guidelines.
- Provide technical advice and assistance to teachers and students.
- Prepare, set-up and test apparatus, equipment and materials for use in practical assessments.
- Order equipment and kit under the direction of the Head of Department to set up, maintain and download any ICT equipment to support lessons and achievement.
- Provide first aid primarily in the science department however whole school cover maybe required and be available to accompany students to professional medical services if required.
- Any other appropriate technical duties as directed by the Head of Department.
- Accompany students on school trips, especially when these are organised by the Science department.
- To keep prep rooms tidy and all equipment in good working order. Fir Vale Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment 2 of 2
- To care for and maintain the security and appearance of all laboratories and work areas including the care and maintenance of services, stores, equipment, drainage systems, working surfaces, fume cupboards etc. Assist with displays in the Science department.
- To develop and maintain records as required.
- To ensure all Health and Safety requirements are observed, with reference to COSHH regulations, group health and safety policy and carrying out appropriate risk assessments.
- To co-ordinate the assessment, monitoring and review of health and safety procedures.
- To provide technical advice on health and safety issues to staff and to students within the Science department and contributing to whole academy policy and practice on health and safety.

### Support for the Academy

- Work within an established discipline policy to anticipate and manage behaviour constructively, promoting self-control and independence and employing strategies to recognise and reward achievement.
- Participate in and contribute to in-school professional development programmes and undertake own research about appropriate and effective intervention strategies.
- Become familiar with and implement staff codes of conduct and relevant academy policies including those for child protection, equal opportunities, inclusion, behaviour and homework.
- Attend and contribute to meetings which relate to the role.



- Comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting concerns to an appropriate person.
- Work closely with the academy staff to ensure that the regulations and requirements of the external examination boards are met.

## **Safeguarding**

To be aware of and work in accordance with the academy's child protection policies and procedures in order to safeguard and promote the welfare of children and young people and to raise any concerns relating to such procedures which may be noted during the course of duty.

### **General**

- Attend meetings as appropriate.
- Carry out routine administrative tasks as directed.
- Be aware of, and comply with, policies and procedures relating to child protection; health, safety and security; confidentiality and data protection, reporting all concerns to an appropriate person.
- Be aware of and support difference, and ensure all students have equal access to opportunities to learn and develop.
- Recognise own strengths and areas of expertise and use these to advise and support others.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- Any other related duties as they may arise.
- To support and promote academy and United Learning's ethos, playing a part in strengthening relationships between academies and with central office.
- To be aware of, and comply with, United Learning's policies and procedures relating to child protection, health, safety and security, confidentiality, and data protection, reporting all concerns to an appropriate person.
- To actively participate in continuous professional development and act as a positive role model across the academies and Trust.
- The above duties are not exhaustive, and the post-holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Executive Business Manager and Human Resources.
- This job description will be kept under review and may be amended via consultation with the individual, Executive Business Manager and Human Resources as required.

## Information

This post may require the post-holder to have a degree of flexibility and willingness to work outside of normal working hours.

The information contained above is to help staff understand and appreciate the work content of their post and the role they are to play in the organisation. However, it should be noted that whilst every effort has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings have therefore, been used in which case all the usual associated duties are included in this job description.

This job description will be reviewed annually as part of the performance management process and may be subject to amendment or modification at any time after consultation with the post-holder.

Elements of this job description and changes to it may be negotiated at the request of either the post-holder or the incumbent of the post.

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I accept my job description and job title as detailed above.

<b>Name (print)</b>	
<b>Sign</b>	
<b>Date</b>	

## Section 5 – Person Specification



### Person Specification

<b>Post title</b>	Science Technician		
<b>Salary</b>	Band 2		
<b>Education and Qualifications</b>		<b>Essential</b>	<b>Desirable</b>
A GCSE grade C (or equivalent) in Maths and English.		X	
Good written and oral communication skills.		X	
First Aid Qualified			X
Qualifications in Science/Technology		X	
<b>Experience</b>		<b>Essential</b>	<b>Desirable</b>
Experience of working in a similar role.		X	
An understanding of working in a complex and busy environment		X	
Ability to work under pressure, managing own workload to deadlines		X	
Ability to work effectively on your own initiative as well as part of a team.		X	
Experience of using Science equipment.		X	
Previous experience in an educational environment			X
Experience with maintaining / servicing workshop equipment, ordering of replacement parts.			X
The ability to diagnose faults and find solutions			X
The ability to diagnose faults and find solutions			X
<b>Knowledge and Skills</b>		<b>Essential</b>	<b>Desirable</b>
Awareness of Health & Safety issues and regulations.		X	
The ability to demonstrate and operate a wide range of technology equipment.		X	
The ability to maintain and clean equipment to correct standards.		X	
Ability to communicate effectively both verbally and in writing.		X	
To be able to work under pressure in a busy and diverse environment.		X	
Ability to maintain efficient record keeping systems.		X	
Ability to take personal responsibility for organising day to day targets.		X	
Effective IT Skills		X	

Awareness of COSHH regulations.		X
Excellent technical knowledge		X
<b>Teamwork</b>	<b>Essential</b>	<b>Desirable</b>
Recognises the contribution and achievement of colleagues.	X	
Keeps colleagues, stakeholders and/or customers informed of progress.	X	
Treats others fairly, openly and consistently.	X	
Expresses disagreement or challenges views calmly, constructively and tactfully.	X	
Supports and co-operates with colleagues.	X	
Ability to deal tactfully and professionally with colleagues.	X	
<b>Personal Attributes</b>	<b>Essential</b>	<b>Desirable</b>
Maintains confidentiality and discretion	X	
Commitment to an ethos of high standards, personal fulfilment and academic success.	X	
Ability to self-evaluate learning needs and actively seek learning opportunities	X	
Willingness to learn.	X	
Ability to demonstrate commitment to equal opportunities.	X	
Able to make connection between their work and the benefits to students.	X	
A willingness and interest in working with students and instructing them on the safe and correct use of equipment.	X	
Good written and verbal communication skills.	X	
Ability to prioritise and manage workload while maintaining a flexible response to urgent requests.	X	
A pleasant disposition and ability to stay calm under pressure.	X	
Methodical approach to work tasks with key emphasis on accuracy.	X	
To have a willingness to participate in the whole school approach to mentoring students and play an active role as directed by line manager.	X	

## **Section 6 – The Appointment Process**

These notes are intended to guide you when making an application.

### **The Application Form**

The application form is accessible via the 'Apply' link on the job advertisement. Please complete the application form neatly, fully and accurately, including exact dates. You are requested to submit a concise application. CVs are not accepted.

### **Education and Training**

State your qualifications and any training you have undertaken relevant to the post.

### **Present Appointment**

Make it clear what your present post is, which establishment you work in and who your employer is.

### **Previous Appointment**

When completing this section it is important that you offer a continuous record, or an explanation of any gaps to allow full account to be taken of your experience, for example, child raising, voluntary work.

### **Referees**

Suitable referees are people who have direct, recent experience of your work and who are in responsible positions. Reference will be taken if the candidate is successfully short-listed for interview. We may need to contact them at short notice so please be specific with regard to contact addresses including e-mail and telephone numbers.

### **The Supporting Statement**

The supporting statement is regarded as a very important part of your application. You should make statements that demonstrate how your qualifications and experience match the post.

### **Arrangements for Interview**

Shortlisted applicants will be contacted as soon as possible after the closing date. Referees are contacted prior to the interview stage for teaching and support staff posts. We would ask that all shortlisted applicants read the safeguarding information on the school website/s prior to attending the interview.

### **The Interview**

Candidates will be invited to interview at the school during which time they will have the opportunity to meet staff and students and see the school at work.

### **Feedback**

Feedback is offered to those candidates who are shortlisted, interviewed and not recommended for appointment. It is hoped that this information will help you with future applications.

## Section 7 – Visitors/Contacts for Fir Vale Academy



**Fir Vale Academy**  
The best in everyone™

Part of United Learning

Fir Vale Academy  
Owler Lane  
S4 8BG

Website: <https://www.firvale.com>

Email: [enquiries@firvale.com](mailto:enquiries@firvale.com)

Telephone: 0114 2439391

As part of United Learning our aim is to bring out 'the Best in Everyone' and we continuously strive to ensure that students and staff have every opportunity to succeed, with their potential developed to the utmost.