



Northern
Lights

LEARNING TRUST

SCIENCE TECHNICIAN Ian Ramsey CE Academy APPLICATION PACK



Northern Lights



We are a Multi-Academy Trust currently comprising 12 schools – primary and secondary – and over 4,600 children and young people in an area stretching from Teesside through to Wearside.



We are a Teaching School Hub, one of 87 DfE centres of excellence for teacher training and development, focused on some of the best schools and multi-academy trusts in the country.



We are an Early Years Stronger Practice Hub, set up by the DfE to provide advice, share good practice and offer evidence-based professional development for early years practitioners.



We provide Initial Teacher Training, a school-based learning opportunity where you will train in a highly personal, supportive and creative environment, with purpose and challenge at the heart of it all.

OUR SCHOOLS



Benedict Biscop CE Academy
Sunderland



Dame Dorothy Primary School
Sunderland



Firthmoor Primary School
Darlington



Grange Primary School
Hartlepool



Hart Primary School
Hartlepool



Holley Park Academy
Washington, Sunderland



Ian Ramsey CE Academy
Stockton-on-Tees



St Aidan's CE Academy
Darlington



St. Helen's Primary School
Hartlepool



St. Peter's Elwick CE Primary School,
Hartlepool



Tilery Primary School,
Stockton-on-Tees



Venerable Bede CE Academy
Sunderland

Every Northern Lights school has its own values and its own vision and that's really important to us because all of our schools are there to serve our community but equally, our Trust is there to serve each other.

We do that with humility and with an openness because at Northern Lights it's not all about the academic – that is really important to us – but we know, as a Trust, we are successful if we have ensured that in an holistic way our children and young people have had every opportunity to experience, to flourish, to thrive, to understand the wonder and the joy of the world around them.

– Jo Heaton OBE, Chief Executive, Northern Lights Learning Trust



Welcome from the CEO

Thank you for your interest in the position of Science Technician within Northern Lights Learning Trust.

We are a growing Multi-Academy Trust that is currently made up of 3 secondaries and 9 primaries across Wearside and Teesside, with our central offices based in Seaham. We educate over 4600 pupils and employ over 700 members of staff and serve a diverse range of schools and communities. Each of our schools have their own individual ethos, values and vision, which sit together as part of our Northern Lights vision of 'Shining Together and Stronger Together'. As a CofE MAT, our schools are a mixture of Church and non-Church schools that range in size and levels of disadvantage. We see this diversity as a real strength to learn from and work with each other.

As a Multi-Academy Trust we are at the heart of the current educational landscape, as a designated DfE Centre of Excellence as a Teaching School Hub and DfE Early Years Hub, responsible for teacher development across all ages and phases of education, working with over 300 schools. We are collaborative in our approach and value professional development highly in all we do.

We are looking for someone whose values align with us as a Trust and has the drive and ambition to work collaboratively to provide the best opportunities and outcomes for our young people.

We look forward to receiving your application.

Yours faithfully

Jo Heaton OBE
Chief Executive Officer



Welcome from the Headteacher

I am privileged to be Headteacher at Ian Ramsey CE Academy. It is my pleasure to welcome you to our school.

Ian Ramsey CE is a popular and oversubscribed secondary school at the heart of the Stockton community and its surrounding villages. There are approximately 1187 pupils on roll in years 7-11. In 2022, Ofsted described our academy as a place where 'Pupils and staff have positive relationships. There is an inclusive culture built on a Christian ethos.'

The Christian ethos shapes the daily culture of our school so our children feel safe and are cared for. Our Academy's mission statement, 'Together to learn, to grow, to serve', encompasses our commitment to ensuring all members of our community use the gifts we have been given to serve others to learn as individuals and build the confidence to achieve their aspirations.

We provide a broad and inspiring academic experience, which is interesting, challenging, and relevant to the needs of our pupils. We want all our children to reach their full potential, to give them the opportunity to flourish, to recognise and develop their individual gifts and talents and approach the outside world with confidence. Our DEEP curriculum, offers all pupils a first class education based on high-quality teaching and a range of experiences outside of the classroom.

The 2025/26 academic year will be an exciting one for all those involved. Whilst the most recent Ofsted inspection judged the academy to be 'good' in all areas, there is still so much potential that is yet to be recognised and harnessed.

Each member of staff plays an essential role in the day to day running of the school and each can positively impact the children and young people in our care; the post of Science Technician will be no different and is a vital role in the whole academy team.

Thank you for your interest in our academy.

Kind regards

Donna Park
Headteacher

Science Technician

Permanent

Ian Ramsey CE Academy

Required as soon as possible

NJC SCP 3-4 £25,614 - £26,016 FTE

£11,650.06 - £11,832.90 pro rata

22.5 hours (3 days per week)

Term time only, plus 5 PD days (39 weeks)

We are looking for an enthusiastic and self-motivated person to join our Science Technician Support Team. The successful candidate will have a passion for science and possess recent and relevant experience of working within a science-based environment. Experience working in a secondary school environment is highly desirable.

The successful candidate should have:

- Experience of working in a Secondary school science department.
- Good understanding of CLEAPPS, HAZCARDS and practical experiment requirements.
- Excellent communication skills.
- Strong organisational skills.
- A positive attitude, flexibility, and adaptability.
- Ability to engage and deliver lesson resources under the guidance of the teacher.
- High expectations of yourself and others.

If so, we would really welcome your application.

In return you will receive:

- A supportive working environment that puts people at the heart of the organisation
- The opportunity to work as part of a growing Trust and shape this role
- Continuous professional development
- A range of Trust initiatives that improve wellbeing. Current initiatives include an annual wellbeing day.
- National Terms and Conditions of Employment
- Teachers' Pension Scheme/ Local Government Pension Scheme

Employee welfare and benefits package including:

- 24-hour GP access
- Nurse support service
- Mental health services, including stress management, mental health first aid training and bereavement support
- Free Flu vaccinations
- Counselling Services
- Physiotherapy
- Financial wellbeing coaching
- Maternity and Paternity support
- Menopause support
- Access to useful wellbeing resources
- Cycle to work scheme
- Lifestyle savings including discounts on shops, food and drink and days out

CLOSING DATE:

Applications must be received by: Sunday 18th October 2026

Shortlisting will take place on: W/c 19th October 2026

Interviews will take place on: W/c 26th October 2026

Please note we reserve the right to close this vacancy early if we receive sufficient applicants for the role.

HOW TO APPLY:

Applications should be submitted via email on recruitment@nlit.co.uk or if you prefer you can submit through post to Northern Lights Learning Trust, Spectrum Business Park, Lighthouse View, Building 2, Seaham, SR7 7PR

Applications will only be considered on receipt of an application form, CV's and other forms of application will not be accepted. For further information, or if you would like to arrange a visit to the school, please contact us on recruitment@nlit.co.uk

Details of the school can be found on the school website:

<https://www.ianramsey.org.uk/>

JOB DESCRIPTION

Post: Science Technician

Responsible to: Director of Science

Responsible for: Providing teaching and learning support to individuals and/or groups of pupils in the learning environment.

Salary band: NJC SCP 3 - 4

Start date: As soon as possible

Purpose of Job

To provide technical support to the teacher in charge of science, contributing to pupils' learning experience by assisting with the preparation of materials and apparatus for practical work, innovating and creating new equipment.

TASKS:

MAINTENANCE:

- Taking care of laboratory equipment and apparatus.
- Carrying out and arranging for maintenance and repair of resources. Constructing and modifying apparatus.
- Stock taking and organising the storing of chemicals and equipment. Obtaining materials by local purchase.

OPERATIONAL:

- Trialling practical activities.
- Making up solutions, assembling apparatus, delivering equipment to rooms.
- Occasionally assisting in class practical including carrying out demonstrations.
- Caring for plants and/or animals, where appropriate.
- Collecting, checking, and returning equipment to stores.
- General laboratory cleaning: bench surfaces and fixed equipment (laboratory sinks, emptying/supervising the emptying of sink traps). Disposing of waste materials.
- Health and Safety support for the department, including preparation for audit.

TECHNICAL:

- Carrying out risk assessments for technician activities.
- Providing technical support to experienced and trainee teachers including health and safety guidance.
- Keeping up to date with developments in practical science and health and safety requirements. Carrying out health and safety checks on laboratories, prep rooms, and stores.

SUPPORT FOR THE ACADEMY:

- Be aware of and comply with policies and procedures relating to SEND, 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 pupils have equal access to opportunities to learn and develop.
- Contribute to the overall ethos/work/aims of the Academy.
- Appreciate and support the role of other professionals.
- Attend and participate in relevant meetings as required.
- Assist with the supervision of pupils out of lesson times.
- Accompany teaching staff and pupils on visits, trips and out of Academy activities as required and take responsibility for a group under the supervision of the teacher.
- Participate in training and other learning activities and performance development as required.
- Show a duty of care and take appropriate action to always comply with Health & Safety requirements.
- Demonstrate and promote commitment to Equal Opportunities and to the elimination of behaviour and practices that could be discriminatory.
- Undertake first aid duty as required to support the Academy.
- Undertake regular first aid training as required.
- To carry out any other duties not specified above, but which are within the purview and general nature of the post and in agreement with the postholder.

The Post holder must promote and safeguard the welfare of the children and young people that they are responsible for or encounter.

The post holder must act in compliance with data protection principles in respecting the privacy of personal information held by the Trust.

The post holder must comply with the principles of the Freedom of Information Act 2000 in relation to the management of Trust records and information.

The postholder must carry out their duties with full regard to the Trust's Equal Opportunities Policy, Code of Conduct, Child Protection Policy, and all other Trust Policies and must comply with the Trust's Health and Safety rules and regulations and with Health and Safety legislation.

This job description is subject to regular review which can be initiated by either the postholder or the Chief Operating Officer and which in any case will be reviewed annually.

PERSON SPECIFICATION

Science Technician

CATEGORY	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
APPLICATION FORM	1. Completed NLLT application form (A) 2. Fully support references (A)		Application
QUALIFICATIONS	3. Grade C or equivalent in English, Mathematics and Science. (A) 4. Hold or be willing to undertake a certificate in First Aid. (A)	5. Child Protection training. 6. A Level Science accreditation or higher (C&G Lab Tech, BTEC Science etc). 7. Experience of lab tech work.	Application
EXPERIENCE	8. Knowledge requirements for practical science work in labs. (A) 9. Know how to construct and/or repair simple scientific apparatus.	10. Experience of working in a school laboratory or similar environment. 11. Familiarity with ordering, tracking, and purchasing. 12. Ability to mend apparatus. 13. Knowledge of radiation protection procedures.	Application Interview References
SKILLS AND KNOWLEDGE	14. Good verbal and written communication skills. 15. To communicate effectively. 16. Good practical common sense and organisational ability. 17. Relevant knowledge of First Aid.	Knowledge of: 18. Child Protection. 19. Equal Opportunities and recognising the nature of the diverse Academy community. 20. Understanding of basic technology – computer, video, photocopier etc. 21. Knowledge of policies, procedures, and codes of practice.	Application Interview References
PERSONAL QUALITIES	22. Friendly, approachable, and professional manner. 23. Calm approach. 24. A commitment to working as part of the whole Academy team and supporting the vision and aims of the Academy.		Application Interview References

	25. Willingness to undertake relevant CPD in line with role and needs of the Academy.		
OTHER	26. Fully enhanced DBS clearance with children's barred list check	27. Strong recommendation	References Enhanced DBS certificate

References:

References will be requested prior to interview, unless there are exceptional circumstances, and the applicant does not give consent to do so on the application form. Please contact us to discuss further if you do not consent.

DBS:

Northern Lights Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An application for a DBS certificate will be submitted for all candidates once they have been offered the position. For posts in regulated activity, the DBS check will include a barred list check. During the recruitment process, any offences, or other matters relevant to the position will be considered on a case-by-case basis.

Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.

Safeguarding:

Northern Lights Learning Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Everyone who comes into contact with children and their families and carers has a role to play in safeguarding children. To fulfil this responsibility effectively, all professionals should make sure their approach is child centred. This means that they should consider, at all times, what is in the best interests of the child.

Pre-employment occupational health:

Pre-employment occupational health checks are an essential part of the selection and recruitment process to assess if any reasonable adjustments are required. In some circumstances, an appointment with Occupational Health may be required to assess fitness for the role.

Equal opportunities:

Northern Lights Learning Trust are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the

community. Applicants with disabilities will be granted an interview if the essential job criteria are met.

Artificial Intelligence and Recruitment at Northern Lights Learning Trust

Northern Lights Learning Trust is committed to embracing innovation while maintaining fairness and integrity in our recruitment processes. We recognise that candidates may choose to use AI tools to support the preparation of their applications. While this is acceptable, we expect all submissions to reflect the applicant's own experiences, values, and suitability for the role and it is essential that AI is used appropriately.

AI must not be used to:

- provide misleading or false information at any stage of the application journey
- inflate or invent qualifications, skills or experience
- complete assessments as part of the recruitment process
- create generic responses and copy them into your application

If you have any questions about the use of AI in your recruitment process with us, please email: hradmin@nllt.co.uk