



# **Dame Alice Owen's School**

**NoR: 1,450, Sixth form: 444**

Ofsted: "An outstanding school", "Students achieve outstandingly well",  
"Behaviour ... is excellent"

## **SENIOR SCIENCE TECHNICIAN (Biology Specialist) Required as soon as possible**

### **Permanent post**

**37 hours per week, term time plus one week only**

**Hours: 8.15am – 4.15pm (three days per week) and 8.15am – 4pm (two days per week),  
including ½ hour unpaid for lunch**

**Salary scale: H5/9, pro-rata actual annual salary £19,838  
(based on £23,194 for the full-time equivalent post)**

**Closing date: 9am Monday 12<sup>th</sup> June 2023**

**Interview date: Wednesday 14<sup>th</sup> June 2023**

***We reserve the right to make an appointment before the closing date, so early applications are encouraged.***

The Governing Body of this highly successful, partially selective, mixed school invites applications for the post of Senior Science Technician. The successful applicant will lead and manage the work of the Science Department's technician team ensuring the provision of resources for all practical work within the department. A scientific background and some experience of a school science prep room would be an advantage.

**The Governing Body is committed to admitting the children of staff in line with our admissions procedures.**

Please download our [Support Staff application form](#) from our website to make your application. Please note that applications cannot be considered unless the application is completed in full. We are not able to accept CV's for any posts based in school. To apply, please email your completed application forms together with a covering letter stating why you are well placed to take this position at our school to [recruitment@damealiceowens.herts.sch.uk](mailto:recruitment@damealiceowens.herts.sch.uk) by **9am, Monday 12<sup>th</sup> June 2023**.



# Dame Alice Owen's School

Dugdale Hill Lane | Potters Bar | Hertfordshire EN6 2DU

Headteacher | Mrs Hannah Nemko MA

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## INFORMATION FOR APPLICANTS

Name of post:	Senior Science Technician
Location:	Potters Bar, Hertfordshire
Closing date:	9am, Monday 12 <sup>th</sup> June 2023
Interviews:	Wednesday 14 <sup>th</sup> June 2023

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Thank you for your interest in applying to Dame Alice Owen's School. Though much of the information we have about our school is available on our website, we have put some key information together here to help you through the application process.

The school is committed to safeguarding children, young people and vulnerable adults and promoting the welfare of children and expects all staff to share this commitment. Please take time to read our Safer Recruitment and Safeguarding and Child Protection policies available in the vacancy section of our website.

The selection process includes scrutiny of the information provided in your application form and a request for references including a reference from your current/previous employer.

If you have any general enquiries about the recruitment process, or to arrange a tour or informal discussion about this position, please do not hesitate to contact Mike Jays, Head of Science via [jaysm@damealiceowens.herts.sch.uk](mailto:jaysm@damealiceowens.herts.sch.uk).

The post you are applying for is exempt from the Rehabilitation of Offenders Act 1974 and applicants will be required to declare any convictions, cautions, reprimands and warnings that are not "protected" (as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013 and 2020). Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and an enhanced Disclosure and Barring Service disclosure check.

Please email your completed application form together with a letter of application to [recruitment@damealiceowens.herts.sch.uk](mailto:recruitment@damealiceowens.herts.sch.uk) by **9am, Monday 12<sup>th</sup> June 2023**.

We look forward to receiving your completed application.

Hannah Nemko  
Headteacher

## Details of the School, Department and vacancy

### Introduction

Dame Alice Owen's School is a mixed, partially selective secondary school with over 1,440 registered students and a vibrant and highly successful sixth form. Our school was founded 400 years ago by Dame Alice Owen, a remarkable philanthropist with an unusually modern vision for education. She established the first school in Islington and as demand outstripped space, it moved to its current setting in the Hertfordshire countryside. Because of its roots and its close and important relationship with the Worshipful Company of Brewers, there are 20 places each year for 11 year old students from Islington. It also offers 65 places to the highest scoring applicants who sit the entrance exam each year and a further 10 places for students showing the most aptitude in music who apply for a place in Year 7. The remainder of the places, in an annual cohort of 200, go to siblings, local students on the basis of proximity to the school and to those with priority need.

It is this combination of student and its truly outstanding record of achievement and added value that makes our school such a special place. It is oversubscribed by 5 applicants per place every year. Our dedicated staff, parents' association, Governing Body and school (staff and student) leaders constantly appraise and re-appraise the various aspects of school life, learning and achievement so we are never complacent. Our school faces the usual challenges of all educational establishments in the public sector, and ensuring that their impact is felt least by the students is a key objective.

We were delighted to be recognised as 'The Sunday Times Regional School of the Decade in November 2020' and the country's highest ranking non-fully selective state school of the year many times, but most recently in November 2022. Securing a place at Owen's has been described as "winning the lottery" in the Good School Guide and "the golden ticket" in Tatler. Our school benefits from some of the most able students in the country. Many of our school leavers from Year 13 have offers from top universities to choose from, including on average 20 places at Oxbridge each year.

Our Foundress left a number of fields in the then village of Islington to the care of the Worshipful Company of Brewers which now generate over one million pounds of additional income for the school annually, to support the school. This creates a very special ethos and fosters the very positive staff working environment. The students and staff benefit from a number of traditions including Beer Money, staff awards and Visitation.

### What we can offer you

- An awareness of wellbeing:
  - A warm and supportive environment including numerous staff social events throughout the year. You can find our [Staff Wellbeing Statement here](#).
- A variety of benefits including:
  - The Governing Body is committed to admitting the children of staff in line with our admissions procedures;
  - Access to an Employee Assistance Package, which provides staff with a wide range of health and wellbeing services;
  - Excellent facilities and resources including a Fitness Suite which is open to all staff for certain hours outside of the school day;
  - Ample free parking on school site;
  - The school is situated on an attractive 35-acre site in the Green Belt. Central London is easily reached by rail from Potters Bar and the school is close to motorway links;

- Strong support to help you develop
  - Strong support for staff and an extensive programme of staff development opportunities. All staff members are encouraged to continue their personal development and undertake further qualifications if they wish.

## **Key qualities and attributes of Dame Alice Owen's School**

Below are some of the key qualities and attributes we believe have contributed to the school's excellent reputation:

- Dedicated staff who are experts in their subject and responsive to change;
- Energetic, curious and enthusiastic students;
- Committed, forward-looking and supportive leadership;
- Strong sense of collaboration, both within departments and across the whole school;
- Superb pastoral care;
- Excellent resources and facilities;
- Wide range of co-curricular activities;
- Keen desire to develop as individuals and as a whole school.

Our primary aim is to work in partnership with students and parents to ensure that students achieve their full potential by:

- Striving for academic excellence;
- Providing a happy, safe, purposeful and caring environment and encouraging a sense of pride in the individual and our School;
- Embracing innovation whilst maintaining our strong links with tradition;
- Providing interesting and challenging opportunities so that students enjoy their learning and maintain a desire to continue learning throughout their lives;
- Recruiting and developing outstanding staff;
- Offering high quality co-curricular activities which involve all students;
- Promoting respect for and understanding of religious and moral values.

### **The Science Department**

At Dame Alice Owen's School, Science holds an important place in the academic curriculum. It is a large department with 22 teachers and 6 support staff. The Science building comprises 14 purpose-built laboratories, two prep rooms and a staff workroom. Examination results are exceptional and Sixth Form study in all three disciplines is always well subscribed.

At Key Stage 3, Year 7 pupils follow a general science course with three lessons timetabled each week. In Years 8 and 9, pupils have three lessons per week, one for each of Physics, Chemistry, and Biology. At Key Stage 4, pupils opt for either Combined, or Triple Science. Approximately 75% of pupils are expected to follow Triple Science. At Sixth Form level, all three science subjects are popular: usually four classes per subject, per year group

## **Job Description**

**Post Title:** Senior Science Technician  
**Responsible to:** Head of Science



### **Purpose of the Role:**

To organise, lead and manage the team of Laboratory Technicians, whilst ensuring that Health and Safety guidelines are adhered to.

To be responsible for and assist with the preparation of resources, as requested by the Science Department.

### **Leadership & Management**

1. Lead and manage the technician team by providing a professional, positive, pro-active and creative approach to all areas of the role.
2. Manage and delegate job roles within the department.
3. Represent the views of the technician team to the Head of Department.
4. Organise regular meetings to provide the opportunity to disseminate good practice, establish and monitor standards.
5. Attend the Health and Safety committee and disseminate to and coordinate with the head of department on any points of action.
6. Maintain health and safety records and support the head of department in review of the health and safety policy.
7. Assist with the appointment of new technician staff within the department.
8. Induct new technician staff and give the health and safety induction to new members of teaching staff.

### **Key responsibilities as a science technician**

1. Preparing equipment (including chemicals) for class practicals, demonstrations and assessments, particularly to support teaching.
2. Putting equipment /chemicals / computer trolley into the laboratories prior to class and collecting after.
3. General laboratory housekeeping, including hand washing glassware, returning stock to stock cupboards/shelves in the prep room and disposing of waste.
4. Photocopying and collating worksheets and tests which complement the schemes of work.
5. Assisting in the monitoring of various laboratory consumables, including shopping for supermarket type items.
6. Constructing, maintaining and repairing equipment.
7. Trialling practical activities, particularly for coursework and controlled assessments.
8. Assisting with care of live specimens (plants, locusts, maggots etc).
9. Providing technical assistance to teachers and students.
10. Promoting awareness of health and safety in science lessons.
11. Communicating telephone messages to students/teachers when the need arises.
12. Any other duties as specified by the senior staff.



## **Person Specification**

<b>Person Specification</b>	<b>Desirable / Essential</b>
<b>Education</b>	
Sound educational background including GCSE Maths and English (A*-C)	E
Background in science	E
First Aid qualification	D
Up-to-date in-service training in subject and whole school issues	D
Additional qualifications relevant to the post	D
<b>Knowledge and experience</b>	
Knowledge of Biology, Physics or Chemistry	D
Experience of working in a scientific environment	D
Ability to move chemicals and equipment around school e.g. to set up equipment for demonstrations and move equipment to a safe place for repair	E
Basic IT skills e.g. word processing and spreadsheets	E
Able to support in lessons with technical support and back up	D
Knowledge of equal opportunity issues for students and staff	E
Clear commitment to the safeguarding of students	E
Experience of working in a similar post	D
Experience of working in an educational setting	D
<b>Other</b>	
Able to contribute constructively to and work effectively as a member of a team	E
Able to communicate effectively at a range of levels, e.g. with children, parents, other professionals, etc.	E
Able to contribute to the support of children in all areas of personal and educational development	E
Able to keep accurate records	E
Ability to multitask, prioritise, stay relaxed under pressure and deal with numerous challenges simultaneously	E
Willingness and clear commitment to be involved in extracurricular activities	E
Excellent emotional intelligence and interpersonal, communication skills	E
A good sense of humour!	E

**This job description sets out the duties of the post at the time it was drawn up. Such duties may vary from time to time without changing the general character of the duties of the level of responsibility entailed. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the post.**