

July 2026

Dear Applicant,

Thank you for your interest in the post of **Science Technician**

The following documents will assist you in your application:

- College and Department information
- Job Description and Person Specification
- Support Staff Pay scale & Benefits Information
- Term dates 2026 / 27

Godalming College is committed to equality of opportunity and to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Therefore, candidates must complete a full College application form and are required to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children. Should you require further information, the College's Policies on Child Protection and Safeguarding, Safer Recruitment, Equality, Diversity and Inclusion and Data Protection together with the privacy notice can be found on our website.

Completing and returning your application

Please complete the online application form, ensuring that each section is completed before proceeding to the next. The information you provide will enable the selection panel to assess your strengths in relation to the key responsibilities outlined in the job description, as well as the criteria detailed in the person specification. All applications should be submitted via our online platform, *My New Term*. A link to the platform can be found on the Godalming College website www.godalming.ac.uk/Working_For_Us.

The closing date for receipt of applications is **Monday 24th August 2026 at 9am.**

Short-listing and interview arrangements

We will update your application status on My New Term after the shortlisting process has been completed. All applications are considered carefully and objectively against pre-determined criteria. Please contact the HR department if you would like to enquire about the progress of your application. **We plan to hold interviews week commencing 31st August (likely Friday 4th September 2026) at the College and will notify short-listed candidates as soon as we can after the closing date.**

Thank you for your interest in the College. I hope you will find the information useful and look forward to receiving your application.

Yours sincerely,



Emma Young
Principal

Godalming College

Godalming College is one of the best performing sixth form colleges in the country and a great place to work and study. We are very proud of the achievements of all our students and have a strong track record of consistently high results. Value added scores are excellent and we are delighted that the College was again rated Outstanding by Ofsted in November 2024.

The College currently employs around 250 teaching and support staff on both a full and part time basis.

In our 2024 Staff survey, 97.6% of staff said they were proud to be a member of staff at the College and 95.2% of staff would recommend working at Godalming College. The following quotes from members of our current team describe why they think our College is a great place to work:

"The sense of community, common purpose, and kindness to each other. The willingness to help each other, support each other and look after each other. We are proud to be continually improving - which is a signature of Godalming College".

"Godalming College is a fantastic, welcoming and inclusive place to work. I deeply enjoy being at work, and I think senior leaders and managers do a very good job of being approachable and understanding".

The success of Godalming College has at its heart community, with students from all walks of life enjoying a whole range of opportunities in a welcoming, inclusive and friendly environment. We have high expectations for our students, and they enjoy a vibrant and stimulating learning and social experience; they are treated as adults by specialist and dedicated teaching and support staff.

We are very proud of our campus and facilities. We continue to invest in our facilities to ensure they remain of the highest quality for our students and staff. As well as its bespoke teaching blocks, the College has a Media suite, Science labs, Dance, Drama and Music studios, Netball and Tennis courts and an 11-acre site for Rugby and Football pitches, as well as onsite in-house catering provision. We are currently in the process of expanding our social space for students with an extension to the Student Hub due to be opened this April.

The College is within walking distance of Godalming town centre and the railway station, is easily accessible from the A3 and provides free car parking with EV charging stations for staff.

The College year runs for a period of twelve months from 1st September-31st August although the official start of the Autumn term varies. In 2026, the Autumn Term will begin on 24th August for all staff.

Full-time Support Staff working hours are 36.42 hours per week excluding a lunch break. Start and finish times will vary depending on the role or department and will be as agreed with your manager on commencement, however the main College hours are 8.45am to 4.15pm.

The College offers a minimum of 22 days holiday entitlement per year for full-time members of staff in addition to the closure period between Christmas and New Year and public/bank holidays. Part-time members of staff are entitled to a proportionate number of days. Those working term time only, 39 weeks of the year, are expected to take leave within the College holiday periods. The term dates are included in the Application pack for reference. Salary calculations are based on a formula which takes holiday entitlement into account.

Support Staff salaries are paid according to the Sixth Form College pay scale for Support Staff. The Academy Trust Board reviews salary scales against any nationally determined pay agreements on an annual basis, the changes being implemented from 1st September. Incremental progression is subject to satisfactory performance review. The current pay spine is included in this application pack information on where to find information on College benefits.

All offers will be subject to the receipt of satisfactory references, enhanced DBS disclosure, medical clearance, right to work in the UK check and proof of necessary qualifications. As the post is based in a Sixth Form College we have a responsibility to ensure that all staff are suitable to work in this environment and referees will be asked to confirm this.

JOB DESCRIPTION

Job Title: Science Technician

Line Manager: Head of Chemistry and Applied Science

Summary of Job

To provide a technical science support service to Godalming College in accordance with Health and Safety Regulations and to maintain that support to a high standard to enable the provision of quality education.

The role is split across the Chemistry & Applied Science and Biology & Environmental departments, providing support primarily to the Applied Science and Biology courses.

Responsibilities

- To support the Chemistry & Applied Science and Biology & Environmental Science Departments at Godalming College
- To plan and arrange the resources required to meet the needs of the Department for teaching purposes
- To maintain and secure laboratories and attend to their equipment and technical requirements to meet health and safety regulations
- To ensure provision and cleaning of glassware and other equipment and preparation of reagents needed for teaching purposes
- To provide routine support in the form of monitoring and storage of resources
- To co-ordinate tasks undertaken by other technician(s) within Chemistry and Biology, and potentially the other Science Departments, to ensure appropriate cover and consistency of support provided
- To assist in the development of experiments for project work
- To carry out routine administrative work
- To cataloguing resources and maintaining stock and budgetary records
- To demonstrate an awareness and commitment to Safeguarding, Equality Diversity and Inclusion, Health and Safety and Data Protection, in line with College policies.
- To do other tasks as reasonably requested by the Principal from time to time

This job description may be varied according to the needs of the College from time to time.

PERSON SPECIFICATION FOR POST OF SCIENCE TECHNICIAN

The successful candidate will have the following essential qualifications, experiences, skills and qualities:

Essential Qualifications

- Good general level of education to a minimum of A-level or equivalent

Essential Experience and Skills

- Excellent communication and interpersonal skills
- Working in a busy environment and under time pressure
- Ability to work independently and manage time effectively to facilitate the smooth day to day running of the Applied Science, Biology and Environmental Science courses
- Flexibility and adaptability in responding to changes in teachers' and students' needs
- Experience of working effectively as a part of a team
- Excellent IT skills including Microsoft 365
- Stock control and cataloguing

Essential Professional Qualities

- Demonstrate the ability to be proactive and creative
- Strong attention to detail
- Strong organisational skills
- Regularly demonstrates initiative and continuous desire to improve
- Affinity with young people 16-19

Desirable

- Have previous experience of working in a school or college
- Hold a Science Technician Qualification (RSciTech) or equivalent

The Chemistry and Applied Science Department

- The Chemistry and Applied Science department consists of five members of staff, including one full-time technician.
- The department offer A-Level Chemistry, Pearson Specification, and BTEC Applied Science (Upper Sixth Students are completing the BTEC National Extended Certificate, Lower Sixth Students are taking the new AAQ qualification. Both are offered as part of our core provision to 16-19 students
- Since September 2025, we are delivering the new Pearson Alternative Academic Qualification (AAQ) in Applied Science
- Examination performance is very strong both in terms of headline results and value added. The 2023-25 Chemistry cohort achieved an A*-B rate of 62.5%, and a pass rate of 99.1%. The Applied Science cohort achieved a Distinction*-Merit rate of 75% and a pass rate of 100%. Please see the College website for more information on the results.
- The department has an excellent record of outstanding student achievement, high quality provision and innovative curriculum development.
- The department benefits from modern, purpose-built accommodation in large classrooms, with teacher access to PCs as well as individual Microsoft Surface Pros. A brand-new laboratory has been added to the department's suite classroom for September 2025
- The department has a strong team ethos, sharing resources and the teaching of groups.
- The department run weekly lunchtime workshops and all members of the team contribute to these.

The Biology Department

- The Biology Department currently offers a full range of courses including Biology and Environmental Science A-levels. It provides a busy, vibrant and creative learning environment for aspiring scientists.
Examination performance is very strong both in terms of headline results and value added. A Level Biology (2024): 64.5% A*-B, pass rate 100%. A-Level Environmental Science (2024): 54.3% A*-B, pass rate 100%. Please see the College website for more information on the results
- The department consists of seven teaching staff and two technicians, one of whom works across the sciences at College
- The Biology department have 4 well equipped laboratories and one classroom. Students are provided with a comprehensive range of paper and digital resources to support their learning
- Students complete a wide range of experiments during the course, prepared by our technicians in dedicated prep room
- Departmental staff work closely together to share good practice and resources, aided by regular formal and informal team meetings.
- The department run weekly lunchtime workshops

Term Dates 2026-27

Autumn Term	2026	Half Term	Bank/Public Holidays
Start Date	Monday 24 th August	Monday 19 th to Friday 30 th October	Monday 31 st August Thursday 25 th December Friday 26 th December
End Date	Friday 18 th December		

Spring Term	2027	Half Term	Bank/Public Holidays
Start Date	Monday 4 th January	Monday 15 th to Friday 19 th February	Thursday 1 st January Friday 26 th March Monday 29 th March
End Date	Thursday 25 th March		

Summer Term	2027	Half Term	Bank/Public Holidays
Start Date	Monday 12 th April	Monday 31 st May to Friday 4 th June	Monday 3 rd May Monday 31 st May
End Date	Wednesday 14 th July		

2026/27 - Godalming College

Autumn Term	Monday 24 th August	-	Friday 18 th December	74 days
Spring Term	Monday 4 th January	-	Thursday 25 th March	54 days
Summer Term	Monday 12 th April	-	Wednesday 14 th July	62 days
				190 days

2026/27 - Surrey Schools for comparator

Autumn Term	Tuesday 1 st September	-	Friday 18 th December	69 days
Spring Term	Monday 4 th January	-	Thursday 25 th March	54 days
Summer Term	Monday 12 th April	-	Wednesday 28 th July	72 days
				195 days

Godalming College Staff Benefits

At Godalming College, we believe that our greatest asset is our people. We are committed to ensuring that our staff feel valued, supported, and motivated. The leaflet within the below link is designed to provide you with an overview of the fantastic benefits available to Godalming College Staff. From health and wellness activities to professional development opportunities, there are a range of benefits to help staff thrive both personally and professionally. Whether staff are looking to enhance their skills, maintain a healthy work-life balance, or enjoy some well-deserved perks, we've got everyone covered. Take a moment to explore the various benefits offered to our staff within this guide.

https://www.godalming.ac.uk/Staff_Benefits_Guide_2025-026.pdf

Support Staff Payscale – September 2025 (area allowance on all points of £1341 per year)

GC Grade	NJC Point		GC Grade	NJC Point		GC Grade	NJC Point	
SS1	3	24759	SSM1	24	42081	SSD1	37	57263
SFC5	5	25159		25	43143		38	58537
SS2	6	25558		26	44203		39	59810
	7	25951		27	45267	SSD2	40	61117
SS3	8	26343	SSM2	28	46326		41	62453
	9	26818		29	47497		42	63817
	10	27733		30	48665	SSD3	43	65212
SS4	11	28634		31	49831		44	66636
	12	29544	SFC32	32	50999		45	68094
	13	30444	SSM3	33	52275	SSD4	46	69582
SS5	14	31324		34	53440		47	71102
	15	32199		35	54711	SSD5	48	72659
	16	33232		36	55985		49	74247
	17	34253					50	75871
SS6	17	34253						
	18	35395						
	19	36564						
SS7	20	37734						
	21	38897						
SS8	22	39957						
SFC23	23	41019						

Support Staff Salary Calculations

Salaries for term time only staff are calculated using a denominator of 1659 which is the nominal full time equivalent annual hours taking into account holiday entitlements.

Full time working hours are 36.42 per week.

To calculate pro-rata payments

Hours x weeks x annual salary divided by 1659

Example: point 8 = £26,343 + £1,341 = £27,684

36.42 hours per week x 39 weeks per year = 1420

1420 x £27,684 divided by 1659 = £23,695.76 pa = £1,974.64 gross per month paid for 12 months

Hourly rate calculation

Full time annual salary / 365 x 7 / 36.42

Example: point 8 = £27,684 / 365 x 7 / 36.42 = £14.58