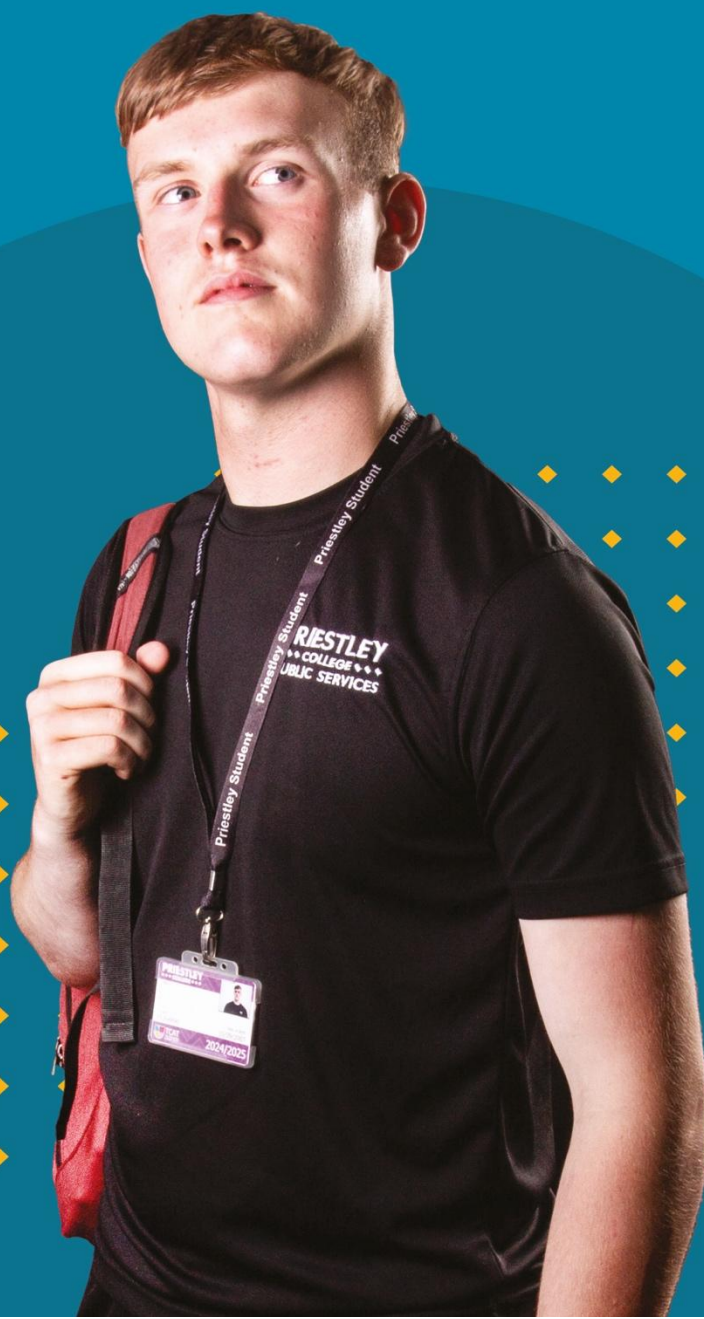




Systems Developer

APPLICATION PACK



JOB DETAILS

HOW TO APPLY



Start Date	As soon as possible, subject to successful pre-employment checks including an enhanced DBS check or a check against the DBS Update Service if registered.
Working Arrangements	Part Time: up to 15 hours/wk. Term time (39 wks) plus an additional 4 wks to be worked in the holidays 43 wks in total. Fixed term to 31 August 2027.
Salary	Point 12 to Point 20 on the NJC Support Staff Scale (£29,544 to £37,734 FTE, £11,409 to £14,572 actual salary based on 15 hours) starting point to be determined by relevant experience.
Pension Scheme	Local Government Pension Scheme
Contractual Terms	NJC Terms and Conditions for Support Staff in Sixth Form Colleges
Application Deadline	Midday, Monday 14 th September 2026.
Interviews	Are expected to be held w/c 21 st September 2026.

How to Apply:

Download the application form and complete it electronically (please note we are unable to accept CVs).

Email your application to **hr@priestley.ac.uk** or, if you are unable to complete it electronically, hand it in at our reception or post to: **HR Department, Priestley College, Loushers Lane, Warrington, WA4 6RD.**

Incomplete applications will not be accepted.

It is important you complete all relevant sections of the form accurately. Providing false information is an offence and could result in your application being rejected or, if you are selected, to summary dismissal with the potential for prosecution.

If you require assistance completing your application, or require information in a different format, please email **hr@priestley.ac.uk**

JOB DESCRIPTION



Job Title: Systems Developer

Responsible to: Central Services Manager (MIS Lead)

Job Description and Purpose:

As the College's sole Systems Developer, you will be responsible for the development, maintenance, and back-end support of the College's Management Information System (**Civica REMS**) and associated electronic systems.

Working under the Central Services Manager, you will write custom SQL queries and build reports using **SSRS, Power BI, and Report Builder** to support key college functions, improve tracking and performance, and streamline business operations. You will also provide vital technical and troubleshooting support to the MIS, Exams, and Admissions teams, ensuring the system remains stable and bespoke features are preserved.

Job Duties and Responsibilities:

Systems and Technical Support

- Act as a technical contact for the Civica REMS database, carrying out back-end database administration, troubleshooting, and custom scripting to maintain operational efficiency.
- Support, test, and perform back-end actions required for system updates, ensuring existing bespoke features, custom code, and configurations are retained post-update.
- Provide technical troubleshooting support to the core MIS team and wider staff users.
- Assist with technical preparations for the planned future transition to the cloud-based version of REMS as it matures into a deployable state.

Operational Support

- Configure and execute back-end actions for mass communications, including data streams for mail-merge letters, digital communications, and survey distributions.
- Provide targeted technical and operational support to MIS, Exams, and Admissions teams at key critical times of the academic year.
- Provide hands-on technical support during peak college enrolment periods (which may occasionally include evening work).
- Support operational cycles (such as timetabling, student records, and tracking) where back-end technical input is required.



Job Duties and Responsibilities:

Reporting, Analytics & Data Operations

- Develop, modify, and maintain reports using SSRS, Power BI, Microsoft Visual Studio, and Report Builder to deliver actionable insights.
- Respond to ad-hoc query requests and support college teams using SQL queries.
- Collaborate with college leaders to generate and schedule key reports delivered to curriculum staff, pastoral teams, students, parents, and carers.
- Extract, transform, and format data for external survey and quality mechanisms.

Technical Documentation & Collaboration

- Support the writing of technical specifications, document business processes, and maintain clear system documentation to safeguard College data knowledge.
- Participate in key MIS, operational, and project meetings to advise on back-end feasibility, systems integration, and timelines.
- Provide clear, pragmatic guidance to staff on data structures, system updates, and reporting tools.

General & Professional Conduct

- Ensure all back-end practices strictly comply with data protection (GDPR/Data Protection Act) and information security standards.
- Carry out any other technical or administrative tasks in accordance with the post as reasonably requested by the Central Services Manager or Senior Leadership Team.

PERSON SPECIFICATION

Systems Developer



Key: A = Application, I = Interview, R = References, C = Certificates

	Essential	Desirable	Identified by
Relevant Experience & Knowledge:			
1. Experience working within a UK educational setting (School or College).		✓	A/I
2. Experience with cloud platforms like Office 365 and Google Workspace	✓		A
3. Demonstrable experience working with database management systems, writing intermediate-to-advanced SQL queries , views, and stored procedures	✓		A/I
4. Experience designing and deploying operational reports using SSRS, Power BI, Microsoft Visual Studio, or Report Builder	✓		A/I
5. Experience supporting relational database back-ends, including managing database updates, system testing, and preserving custom scripts/features	✓		A/I
Education and Training:			
6. Relevant level 4/5 qualification (Degree, HND, Foundation Degree) in Computer Science, IT, or equivalent demonstrable industry experience	✓		A
7. Formal training or certifications in Microsoft SQL Server, T-SQL, or Business Intelligence tools (SSRS / Power BI)		✓	A
Skills and Abilities:			
10. Ability to work autonomously as the sole technical developer, managing priorities and troubleshooting back-end issues independently	✓		I
11. Meticulous attention to detail regarding data accuracy, system performance, and reporting precision	✓		A/I
12. Ability to analyse business processes, identify root causes of data issues, and develop robust back-end solutions	✓		A/I
13. Capability to translate complex technical/data structures into clear, accessible language for non-technical college staff	✓		I
14. Ability to write clear technical documentation and specifications to preserve system knowledge	✓		I
Personal Qualities:			
15. A "can-do" attitude with the ability to spot potential technical issues before they disrupt college processes.	✓		I
16. Strong understanding of data security principles, GDPR, and safeguarding sensitive student/staff information	✓		I
17. Flexibility to support key operational peak times (e.g., College Enrolment), including occasional evening work if required	✓		A/I
18. Strong organisational skills including the ability to work under pressure and meet strict deadlines	✓		A/I
Safeguarding:			
Suitable to work with children and young adults and/or vulnerable adults	✓		DBS Certificate
Willingness to apply for an Enhanced Disclosure and Barring Service check or to have a check undertaken against an existing DBS Certificate if registered for the DBS Update Service.	✓		

ADDITIONAL INFORMATION



Safeguarding and Safer Recruitment in Education

The College is committed to safeguarding and promoting the welfare of children and young people and expects all staff, governors and volunteers to share this commitment. All policies regarding safeguarding can be found on our website www.priestley.ac.uk

Priestley College uses the Disclosure and Barring Service to assess all applicants and complies fully with the DBS Code of Practice. For more details go to www.gov.uk/government/organisations/disclosure-and-barring-service/about and for information relating to the DBS Update Service visit www.gov.uk/dbs-update-service. We also comply with our obligations under the Data Protection Act 1998.

The successful applicant will be required to obtain an Enhanced DBS certificate for the Child Workforce (which must be shared with the HR Department within 28 days of its issue) or if already registered with the Update Service, provide their original certificate, and their registration number. All information will be treated in the strictest confidence and will not necessarily disqualify a candidate from consideration of appointment.

Equality and Diversity

As an equal opportunities employer we aim to promote and maintain equality of opportunity. We monitor the diversity of applicants and would therefore ask you to support us in completing and returning our Equal Opportunities Monitoring Form. Information will be treated in confidence and will only be used to assist our monitoring process.

Invitation to Interview

Applicants who are shortlisted will be emailed by the HR Department. If you have not been contacted you should assume that unfortunately you have not been shortlisted. Applicants who require any special arrangements or adjustments should contact HR. Applicants declaring a disability will be contacted in order that, wherever possible, appropriate adjustments can be made to support the candidate.

Evidence of Identity

At interview, applicants will be required to produce the following:

Evidence of identity

Current, valid passport
and / or

Current, valid driving licence
and / or

birth certificate (issued at time of birth, full or short form)

Confirmation of address

Bank / building society statement
or a utility bill

(mobile phone bill is not acceptable)

Qualifications relevant to the post (if not provided at interview must be provided prior to taking up an appointment. Failure to do so may result in a job offer being withdrawn).

References (Safeguarding Requirement)

If you are invited to attend an interview, the College will approach your referees prior to interview where possible. One of your nominated referees must be of a professional nature eg. current employer. Referees should not both be from the same employer wherever possible. If you are not currently working with children or young people, but have been employed in such a capacity previously, we require one nominated referee from that employment.

Offer of Appointment

Any offer of employment will be subject to mandatory pre-employment checks including all those outlined above as well as proof of health and physical capacity to undertake the role ie. an occupational role (ie. an occupational health check).

ABOUT PRIESTLEY



Priestley College's mission is to inspire, challenge and support young people to ensure they excel both in learning and in life.

As a founder member of The Challenge Academy Trust the College is part of TCAT's aim to deliver a cohesive education pathway from primary through to sixth form.

We are a friendly and inclusive college with a consistent record of high achievement, offering around 70 A-Level, Vocational and T-Level courses.

Priestley students have a consistent record of achieving a pass rate of 99% or better in A-Levels and each year around 30 A-Levels see a 100% success rate. Similar accolades are secured in Vocational subjects and in T-Levels.

The quality of education we provide in Science, Technology, Engineering and Maths was recognised when we became the first dedicated sixth form in the country to receive STEM-assured status.

Priestley was one of first colleges in the country to provide T-Levels and we also boast the UK's first dual rugby academy acknowledging the level of coaching received by both girls and boys.

There are now more than 2,000 students at Priestley who learn on a modern campus that we are constantly looking to improve.

Priestley is not a college that stands still. All tutors and staff constantly look for ways to improve in order to make the biggest difference to the highest number of young people.



OUR CAMPUS



Priestley has a welcoming campus similar to one you would find at a university.

- C** CRESCENT BUILDING / MAIN RECEPTION
- P** PRIESTLEY ENTRANCE
- CT** COSTELLO THEATRE
- LRC** LEARNING RESOURCE CENTRE
- LC** LEWIS CARROLL BUILDING
- S** SPORTS CENTRE / ALL WEATHER PITCH

- D** DESIGN CENTRE
- A** ARTS CENTRE
- PA** PERFORMING ARTS
- VB** VIOLA BEACH CAFE



CAMPUS FACILITIES

Crescent Building

The Crescent Building is home to a wide range of subjects, everything from Health and Education to History and Public Services. It is also where you will find the Crescent Café and a Starbucks with space to relax outside.

Learning Resource Centre

The LRC has recently been refurbished to create some definitive spaces in which to learn including Wellbeing and Careers Hub.

Viola Beach Café & Crescent Café

Visit the Viola Beach Café where there is space to relax and where we hold regular open mic sessions. Upstairs is The Mez where we serve Change Please Coffee as well as seating for groups.

The Crescent Café provides freshly-prepared food including a salad bar, sandwiches, wraps, soups and other hot meals including breakfast. Cashless Catering allows students to pay for meals using their ID card. Your account can be topped up online or at one of the top-up machines in college.

Outdoor Spaces

There are several spaces around the campus where you can relax outside. There is some undercover seating linked to the Crescent Café, a mini outdoor theatre surrounded by greenery that is very relaxing as well as a large space in the centre of campus with benches and tables.



OUR STAFF



ADAM BIRD

'My role allows me to work with people across the college and what always impresses me at Priestley is how everyone pulls together for the good of the students and the college as a whole. It is an inspirational place to work.'

Head of Marketing & Communications



LIBBY HOLT

'Priestley has a real sense of community and shared purpose. The focus is on how we work together, support each other and use our expertise to provide the best experience and opportunities for our students. There is a clear and thoughtful balance between academic rigour and pastoral support that enables students to achieve their potential both here and beyond.'

Head of Faculty Humanities & Social Science



JOSH CAMPFER

'Priestley puts the students first, we try to make sure that we push them to achieve and realise what they are capable of, while making sure they are fully supported.'

Teacher of Computer Games



RACHEL EDGINGTON

'Our college offers a unique blend of compassionate rigor, where you'll be challenged by your expert teachers to reach your full potential within a supportive environment. Being part of their journey as they discover their potential and push their boundaries is why I'm passionate about teaching dance at this level.'

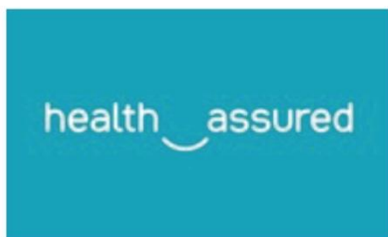
Head of Priestley School of Performance



OUR STAFF BENEFITS



There are many additional benefits to working at Priestley College. Below is a summary of some key perks.



Health Assured

Access to comprehensive telephone helplines that are available all day, every day offering practical and emotional support including help with bereavement, trauma, relationship issues, stress and family matters. There are many other benefits to this service, which all staff are made aware of when joining Priestley.



Continuous Professional Development Programme

Priestley College runs a number of Continuous Professional Development Days throughout the year and is open to suggestions as to what you would like to learn on these days. Staff can also be supported in additional development outside of these days.



Free eye tests

Staff can apply to be reimbursed for the cost of an eye test where a significant part of their normal work is spent on a visual display unit (VDU) or display screen equipment (DSE).



Staff wellbeing activities

There are several wellbeing activities that take place throughout the year as well as fun charity days and social gatherings that bring all staff who want to join in together.



Free parking and cycle storage

Free parking is available at Priestley College and there is a secure cycle storage area on the campus.



Cafes and kitchen

Staff have two cafes from which to choose, but both sell tasty coffee supplied by Change Please. This amazing social enterprise donates its profits to helping the homeless so every time you buy a drink you are making a difference!

TCAT STAFF BENEFITS



As a part of The Challenge Academy Trust, staff at Priestley are also eligible for the following benefits. Scan the QR code to find out more about TCAT's approach to workload, wellbeing and staff benefits.



Continuing Professional Development

Join us at Education Connect to access high-quality CPD that is rooted in the latest research, promotes innovation, and fosters a culture of collaboration.



TCAT Plus (Health and Wellbeing and Staff Discounts)

TCAT Plus is an online hub for all staff that offers wellbeing support and financial discounts at hundreds of big brand online and high street retailers.



Cycle to Work Scheme

Save 23-39% on a new bike for work. TCAT have teamed up with BHN Extras to offer a Cycle to work salary sacrifice scheme.



Smart Tech

A chance to get the latest tech at the best price and spread the payments over your salary, interest-free.



Car Benefit Scheme

A salary sacrifice car lease scheme in partnership with Tusker. Access an electric or hybrid vehicle that will be fully serviced, insured, vehicle tax paid and recovery assistance.



Pension

A career within TCAT will provide you with access to the Teachers Pension or Local Government Pension scheme.



Hub Support Mode

Strength through interdependence and collective accountability in our working practices. Much of this is achieved via our extensive professional hub network.



Workload Strategy

We have carefully examined and implemented the recommendations outlined in the DfE Workload Reduction Toolkit across the Trust. We are committed to aligning and integrating our approach to workload management for all our staff.



Maternity, Paternity, Adoption and Shared Parental leave

Enhanced maternity and adoption pay for eligible employees.



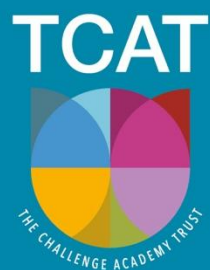
Entitlement to occupational sick pay

Up to six months full pay and six months half pay in the event of being unable to work.



Enhanced annual leave for support staff

8 bank holidays plus up to 31 days annual leave.



PRIESTLEY
◆ ◆ ◆ **COLLEGE** ◆ ◆ ◆
WARRINGTON

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