



The CAM Academy Trust
Casual PAC AV Technician (Commercial)
Candidate information pack



WELCOME FROM THE CHIEF EXECUTIVE

Thank you for your interest in joining The CAM Academy Trust. It's a great time to join our team, as we enter an exciting phase of development and look to the future.

I feel highly privileged to lead our trust at this time. Our five year strategy – CAM30 – sets out our roadmap to becoming a truly exceptional family of schools.



We are a values-driven trust – our six principles underpin all that we do – and we're committed to excellence. As a teacher myself, and someone who has benefited hugely from an education, I absolutely believe in the transformational power of what we do in schools. This is particularly important for our most vulnerable young people, those who could become marginalised and not reach their potential due to their background or learning needs. It is up to us to make sure that doesn't happen.

Vibrant learning communities are built when pupils of all abilities and backgrounds thrive together, and a truly excellent education enables choice and agency for all children. This is at the heart of our comprehensive principle.

We want people on our team who are excited by the prospect of having a deep and lasting impact on the lives of young people. We want people who are honest, curious, intellectually rigorous and committed to the challenges and opportunities of innovation and collaboration. We also want people who are committed to contributing to the wider education system.

As Chief Executive, I am committed to raising standards for young people, in a sustainable way through a strong MAT operating model and an insistence on excellence whilst understanding that schools need to retain their unique identity so they can be at the heart of their communities. I also know that investing in all our people is critical to success. It is our leaders, teachers and school staff that make the difference for children every day.

Join our team and we will work together to deliver 'excellence for all', enabling all pupils and staff to thrive and be successful. If this excites you; we want to hear from you!

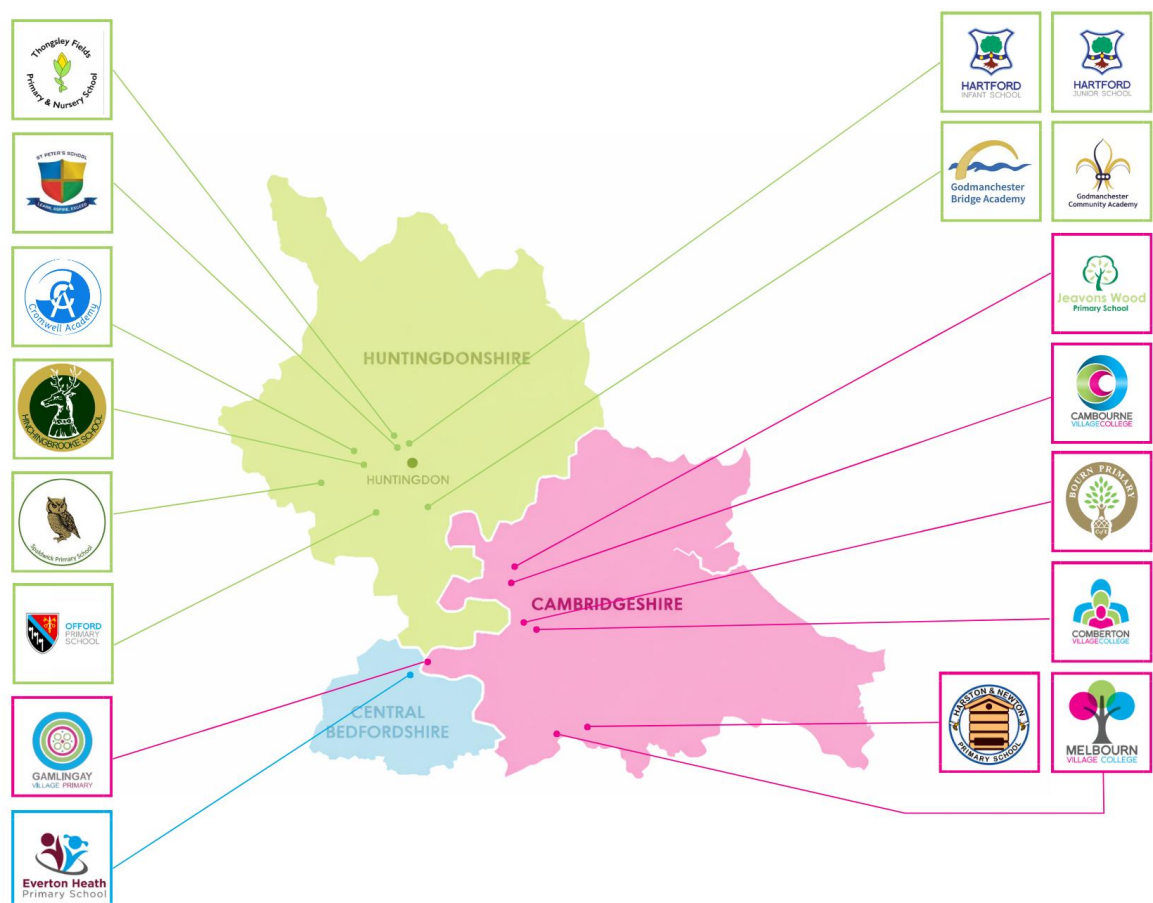
Claire Heald

ABOUT US

The CAM Academy Trust was established in 2011 and currently comprises twelve primary schools and five secondary schools, four of which include sixth forms. In January 2026, ACES Academies Trust - a Huntingdon-based multi-academy trust - merged with CAM, adding five additional schools to our family.

Our primary schools are Cromwell Academy, Everton Heath Primary School (just inside Bedfordshire), Gamlingay Village Primary, Godmanchester Bridge Academy, Godmanchester Community Academy, Jeavons Wood Primary School, Offord Primary School, Hartford Infant and Pre-School, Hartford Junior School, Harston and Newton Primary School, Spaldwick Primary School and Thongsley Fields Primary and Nursery School. Bourn Primary Academy joined as the first Associate Member in 2021.

Our secondary schools are: Comberton Village College (and Sixth Form), Cambourne Village College (and Sixth Form), Hinchingsbrooke School, Melbourn Village College and St Peter's School (and Sixth Form).



ABOUT US

Continued

Teacher training (CTSN)

The CAM Academy Trust supports the training of new teachers to become qualified members of the teaching profession. We do this through our SCITT (CTSN).

As a school-based provider of initial teacher training, CTSN SCITT is very much grounded in the life of its local schools and its tutors are experienced practising teachers drawn from, not only CAM Academy Trust schools, but also a wide network of schools across the region.

Our SCITT has a strong regional reputation.

Maths Hub

The CAM Academy Trust is proud to be the base for the [Cambridge Maths Hub](#) which is promoting excellence in maths teaching across Cambridgeshire, as well as Peterborough, West Suffolk, King's Lynn and West Norfolk.

The Hub supports teachers to improve educational standards for students in our region from the youngest child in Early Years to Post-16.

The Cambridge Maths Hub offers free, high-quality professional development to maths teachers across the Hub area.

The Cabins

Our Cabin provisions are attached to four of our schools. The Cabins provide autistic students with an opportunity to be educated in mainstream settings.

We set high expectations for students but provide expert support from highly skilled and caring staff.

All our cabins strive to ensure that every pupil attains the highest possible academic achievement and offer high levels of pastoral support.



THE VACANCY

Salary: £20 per hour

Contract: Casual, part time, as and when required

Start date: September 2026

Place of work: Hinchingsbrooke School, Huntingdon- The Performing Arts Centre

ACES Academies Trust are seeking an enthusiastic and motivated individual to be part of the Academy's Performing Arts Centre (PAC) team within our Leisure department.

The Leisure department is responsible for hiring the school's facilities including the PAC to a wide range of community clubs and businesses. This is a fantastic opportunity to join our busy department as we look to grow the number of events in our PAC venue.

We are looking for enthusiastic Technicians to join our friendly team who;

- Provide Sound and lighting support to performing groups who hire our venue.
- Holds a recognised qualification in sound and lighting or music production.
- Will be focused on delivering excellent customer service standards.
- Can effectively work as part of a team

Reporting to the Commercial Lettings Manager your duties will include all technical aspects of supporting productions in the venue. We have a wide range of clients including dance, drama, music concerts, conferences, and sports events. You will need to work closely with "hirers" and be flexible in the tasks you undertake to support events. Above all we ask that all our staff members are passionate about hosting clients in our theatre and can demonstrate this with all tasks given.

For further details on our school please visit our website [Hinchingsbrooke School - Home](#)

HOW TO APPLY

To apply for this position, please submit your completed application form with supporting statement on [MyNewTerm](#).

Your supporting statement should demonstrate how your career to date has prepared you for this post and be no longer than two sides of A4.

Applications will only be accepted from applicants completing the application form in full. Please note that we do not accept CVs.

Interviews will be offered to those applicants who best demonstrate how their skills, abilities and experience meet the person specification, taking into consideration the job description.

We reserve the right to interview and appoint within the application window. With this in mind, we encourage you to apply as soon as possible.

We welcome visits to the school. To find out more about this role please contact, Anna Grantham, Examinations Manager on Agrantham@hbk.acesmat.uk.

Closing date: 09.00 on Friday 17th July 2026
Interviews to be held on: w/c Monday 20th July 2026

Thank you for your interest in The CAM Academy Trust.



JOB DESCRIPTION

Salary:

The post holder will be paid £20 per hour.

Line of responsibility:

The Casual PAC AV Technician (Commercial) is directly responsible to the Commercial Lettings Manager.

Strategic purpose:

To provide technical support for commercial and school productions that hire the Performing Arts Centre enabling a wide range of professional, student, and community shows, and events.

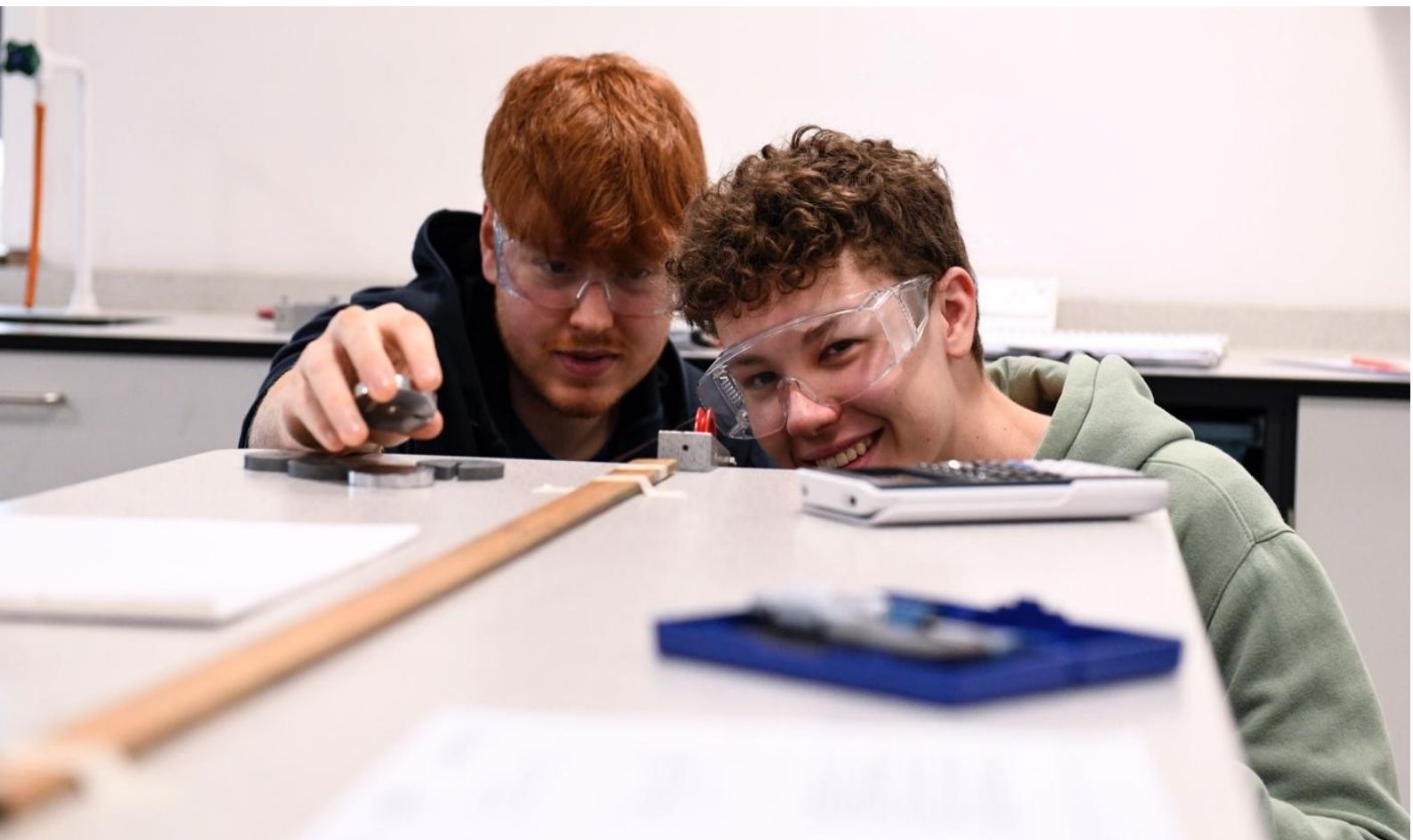
To provide Audio Visual and lighting support for commercial events

To be passionate about hosting clients in the PAC.

To undertake any roles deemed reasonably necessary to ensure the events we host are a success

In addition to the responsibilities described, to carry out any other duties of a similar nature at the reasonable request of the central education team.

The job description will be subject to regular review and any changes will be made in consultation with the post holders. The aim will always be to reach agreement on any changes, but if agreement is not possible, the trust reserves the right to make the changes following consultation.



Six core principles

At the heart of our work lie the six core principles of The Cam Academy Trust. These drive everything that we do.



EXCELLENCE

We insist on the very best. This means setting out a clear entitlement to excellence for all our young people. For us, excellence comes from the highest standards of curriculum, teaching and pupil support. We adopt a mindset that keeps us striving for better.



COMPREHENSIVE EDUCATION

We are proud to educate pupils of all abilities, backgrounds and needs. Inclusive schools are vibrant communities, that are richer for their diversity. We value fairness and social equity.



BROAD EDUCATION

Our pupil entitlement offers more than just academic success. A broad education develops confidence, creativity and character. The wider experience and opportunities offered in our schools mean that our pupils have more choice and agency.



COMMUNITY

We prioritise our civic duty. Our schools are at the heart of their local communities. We draw on the best that our local area has to offer and work with community leaders to help our schools thrive.



PARTNERSHIP

Together we achieve more than we can alone. We deeply value the partnership we have with our families. CAM plays an active role in our communities, our region and the wider education system. We share, and build connections to help make the system better.



INTERNATIONAL

We think beyond borders; we value diversity. We prepare pupils to thrive in a global society, promoting cultural understanding and awareness of the wider world.

The CAM Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful candidates will be subject to an enhanced DBS check, barred list check and a medical questionnaire.

JOB DESCRIPTION continued

| | |
|--|---|
| <p>Main Responsibilities</p> | <ul style="list-style-type: none"> • Assist the Commercial Lettings Manager in providing a program of Audio and Visual support to meet the needs of the venue's customers. • Creation and preparation of multiplatform & mixed media audio & visual content to support hirers' events. • To technically support all Performing Arts Centre (PAC) events, while on shift including but not limited to Productions, Concerts, Dance Shows, and conferences. • To support and set up AV equipment (sound and lighting) for commercial events in the PAC. • To set up and dismantle staging and any additional seating requirements for events in the venue. • To liaise with and support external customers and their visitors • To support other technicians in their learning and understanding and knowledge of the venues AV systems • To seat customers for ticketed events as part of the Front of House team • To close and secure the venue and access gates to the school, when the last person on site • To undertake any additional duties deemed necessary by the event acting Duty Manager to ensure our customers are best supported. • To aid departments in the development of any AV resources • To assist in the development of AV equipment • To inspire excellence and develop potential. • To keep up to date with new technologies and Health and Safety procedures in order to contribute towards future development. • To undertake training, courses and qualifications which are appropriate to the duties and responsibilities of the post. • Working closely with colleagues, and other stakeholders to deliver a vibrant and customer-focused program of commercial events. |
| <p>Personal development</p> | <ul style="list-style-type: none"> • Maintain excellent subject expertise and awareness of the latest, evidence informed practice • Engage in regular professional learning and reading. • Engage positively in the Trust's arrangement for performance management and professional growth. |
| <p>Safeguarding and Health and Safety</p> | <ul style="list-style-type: none"> • Adhere to Trust safeguarding policy and procedure at all times. • Promote strong cultures of safeguarding across the Trust and schools. • Act during their employment with due care for the health, safety and welfare of themselves, other employees and other persons in accordance with the school's Health and Safety Policy. |

| | |
|-------------------------------|--|
| Advocacy and influence | <ul style="list-style-type: none">• Be an advocate for the Trust externally and across our schools.• Be outwards facing and see opportunities for positive influence and external partnership and networking. |
|-------------------------------|--|

The CAM Academy Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance (via the Disclosure and Barring Service) in line with the need to create and maintain a safe culture.



PERSON SPECIFICATION

| CRITERIA | ESSENTIAL | DESIRABLE |
|--|-----------|-----------|
| Qualifications and Experience | | |
| <ul style="list-style-type: none"> A recognized Audio-visual qualification | X | |
| <ul style="list-style-type: none"> Educated to GCSE level (A-C/4-9 in English and Maths) or equivalent or NVQ 2 | X | |
| <ul style="list-style-type: none"> An understanding of Data Protection and Health and Safety requirements | | X |
| <ul style="list-style-type: none"> Experience of working in a performing arts venue or equivalent | | X |
| <ul style="list-style-type: none"> Audio-visual skills, knowledge, and experience | X | |
| <ul style="list-style-type: none"> Strong and proven analytical skills including problem-solving abilities | | X |
| <ul style="list-style-type: none"> Good working knowledge and experience of the standard Audio-Visual systems associated with a performing arts environment/venue | | X |
| <ul style="list-style-type: none"> Strong information and communication technology (ICT) skills | | X |
| <ul style="list-style-type: none"> Ability to pay attention to detail and accuracy | | X |
| <ul style="list-style-type: none"> Ability to work pro-actively within the team and inter-departments | | X |
| Knowledge and Interpersonal Skills | | |
| <ul style="list-style-type: none"> Good with people, including those who are not natural with technology – relates well to children and adults | X | |
| <ul style="list-style-type: none"> Ability to work flexibly | X | |
| <ul style="list-style-type: none"> High level of personal standards and determination and ability to stay calm under pressure | X | |
| <ul style="list-style-type: none"> High expectations of self and others | X | |
| <ul style="list-style-type: none"> Ability to problem solve | X | |
| <ul style="list-style-type: none"> Willingness to continue learning | X | |
| <ul style="list-style-type: none"> Organised and able to plan workflows that lead to customer satisfaction | X | |
| <ul style="list-style-type: none"> Ability to monitor, evaluate and report succinctly | X | |
| <ul style="list-style-type: none"> Ability to be diplomatic and tactful | X | |
| <ul style="list-style-type: none"> High degree of discretion in dealing with confidential information | X | |
| <ul style="list-style-type: none"> Possession of Integrity | X | |
| <ul style="list-style-type: none"> Willingness to commit to values and principles expressed by ACES Academies Trust and to work flexibly when required | X | |

BENEFITS

We offer the following benefits, designed to promote your wellbeing and make your time with The CAM Academy Trust satisfying and rewarding.

Core benefits

- Paid leave – enhanced sick pay, maternity pay, and adoption leave pay (linked to service) and paid leave for unforeseen personal situations.
- Pension – a generous pension scheme.
- Death in service payment – lump sum payment and an ongoing pension for your partner & children (subject to conditions & membership of our pension scheme).

Health and wellbeing

- Employee counselling and support – free, independent 24/7 help and advice for work related issues, as well as problems affecting your home life.
- Environment – good working environment with excellent facilities.

Professional development

- Professional development – full and part-funded training courses and a wide range of learning opportunities available to all staff.

Employee discounts

- Car parking – free and on-site.
- Hot drinks – tea & coffee making facilities provided.
- Cycle-to-work scheme – save £££ on a new bike and accessories.

Work-life balance

- Flexible working – all staff can make a request to work flexibly.

School specific benefits

- Access to staff discounts from local suppliers
- Free use of on-site leisure facilities including gym and swimming pool
- O2 Staff discount



The CAM Academy Trust

Head Office | Cambourne Village College
Sheepfold Lane | Cambourne | CB23 6FR

info@catrust.co.uk

www.catrust.co.uk