



The CAM Academy Trust

Science Technician

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!

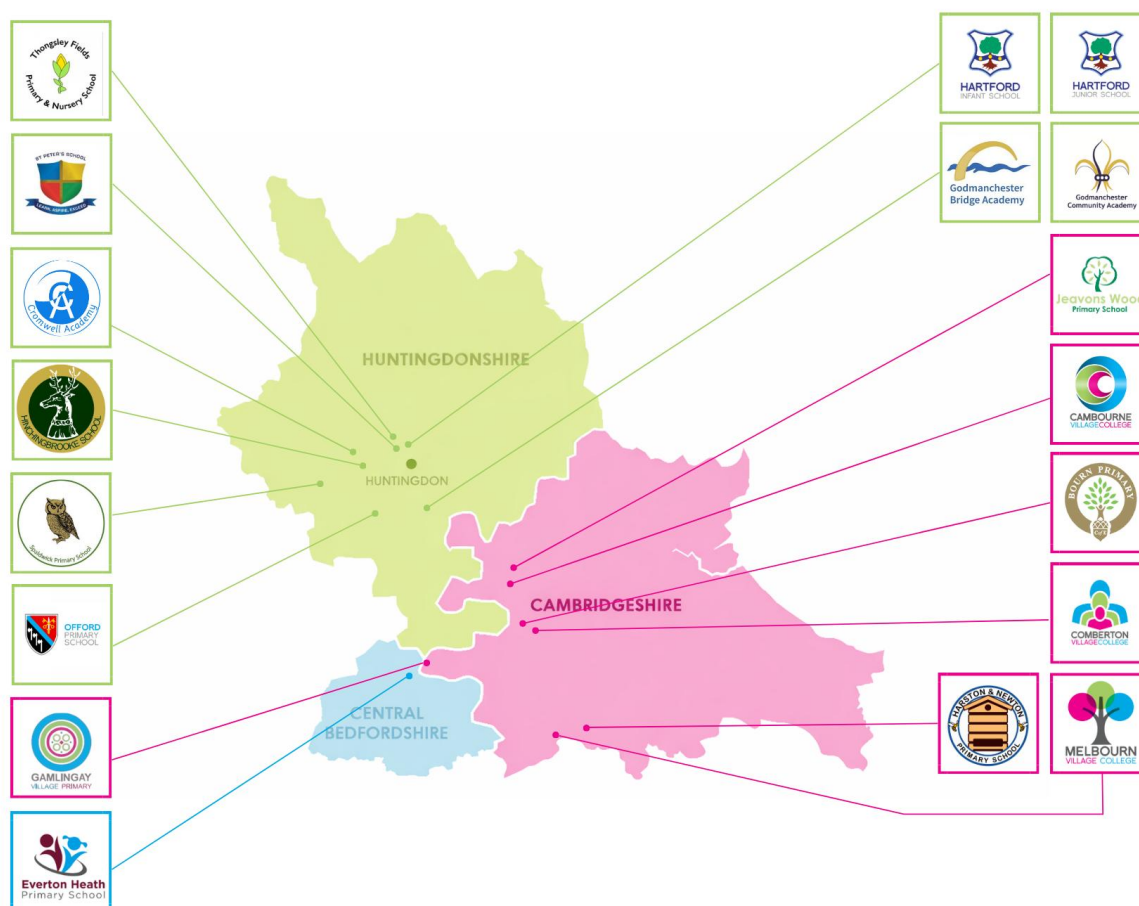
Claire Heald

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), Hinchingbrooke 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: NJC Scale 3, points 5 to 6 (£25,583 to £25,989 per annum FTE – pay award pending). Actual salary £21,942.34 per annum on point 5 based on 37 hours per week.

Contract: Permanent. Flexible hours and working days available by negotiation up to a maximum of 37 hours per week (Monday to Thursday 08.00 to 16.00 and Friday 08.00 to 15.30). Term time plus 5 training days (39 weeks per year).

Start date: As soon as possible

Place of work: Cambourne Village College, Cambourne

Cambourne Village College is seeking to appoint an enthusiastic and motivated Science Technician to join our friendly, supportive, and outward looking team of teachers and technicians. The post holder will play a key role in ensuring the college's students receive a high-quality science education by providing resources and practical equipment for lessons. They will also play an important role in developing resources for use within the recently opened sixth form. Specific responsibilities will include:

- Preparing and providing resources and practical equipment for lessons
- Assisting in the development and preparation of lesson resources for sixth form lessons
- Assisting in developing effective systems to manage resources and prepare equipment
- Assisting in the maintenance of science equipment

The successful candidate will be organised and self-motivated, have a high level of accuracy and proficient IT skills. They will enjoy working in a large team and be able to form strong relationships with team members and students. They will be supported in developing their skills through external and internal training.

Cambourne Village College is an Ofsted 'Outstanding' rated, over-subscribed secondary school, eight miles from Cambridge. We opened as an academy of the Cam Academy Trust in September 2013. Our ethos is aspirational and inclusive, our staff is highly motivated, our pupils courteous and hard-working, and we have excellent facilities. A 350 place sixth form opened in September 2024, with 175 students in each of Years 12 and 13. Joining Cambourne Village College represents a unique opportunity to work in a newly-established school within a wider, high-quality Academy Trust that gives excellent possibilities for professional and career development.

For further details on Cambourne Village College, please visit the website [Homepage - Cambourne Village College](#)

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.

If you have any questions about this role, please contact Jo Galvin, Head of Science on jgalvin@cambournevc.org.

Closing date: 12 noon on Monday 28th September 2026

Interview to be held: either later w/c 28th September or the following week w/c 5th October 2026

Thank you for your interest in The CAM Academy Trust.



JOB DESCRIPTION

Salary:

NJC Scale 3, points 5 to 6 (£25,583 to £25,989 per annum FTE – pay award pending). Actual salary £21,942.34 per annum on point 5 based on 37 hours per week.

Line of responsibility:

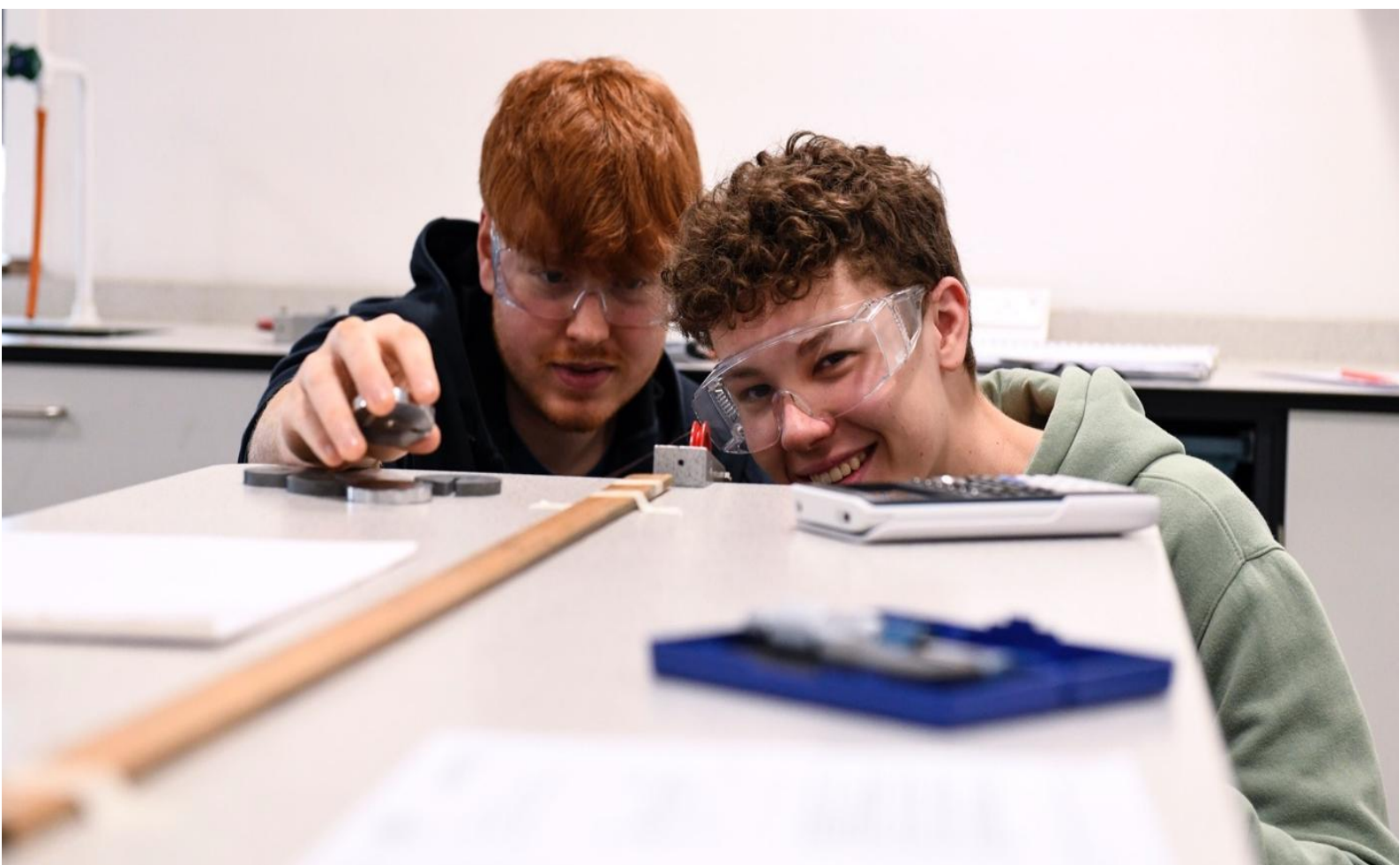
The Science Technician is directly responsible to the Senior Science Technician

Strategic purpose:

To support the Senior Technician in ensuring that all science lessons are resourced with worksheets and practical equipment in a timely and efficient manner. To assist in the development of lesson resources across Year 7 – 13. To assist in developing effective systems to manage resources and prepare equipment

In addition to the responsibilities described above, 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

Key Responsibilities	• To provide timely and effective preparation of materials for lessons • Preparing apparatus for practical lessons • Ensuring equipment is kept clean • Ensuring each teaching room is tidy and clean, including the cleaning of sinks, draining boards and the tidying of bookshelves. • Assisting with checking and compiling stock lists for chemicals, apparatus and resources • Day to day tasks will include the following: ○ Preparation of practical classwork in liaison with the senior technician and staff, collecting materials, specimens, maintain stock solutions, preparing distilled water, making up acids at particular concentrations, photocopying and printing of worksheets, assessments and examination papers, putting up displays or posters, preparing and moving equipment by trolley, lifting of some heavy objects, setting up apparatus, filing and organisation of resources ○ Clearing away and cleaning apparatus after practicals and disposing of harmful waste in accordance with H+S policy following CLEAPPS guidance ○ Assisting with stock taking and ordering ○ Assist with maintaining equipment including minor repairs, monitoring condition of furniture and fittings ○ Ensure that the requisite Health and Safety Regulations and Codes of Practice are complied with for the safety of staff students, alerting appropriate staff to any concerns • Identifying and alerting staff to any clashes of equipment • Assisting in preparing classroom and corridor displays. Mount and remove work as required. • Ensuring that prep rooms are kept secure, clean, tidy and free from all hazards • Ensuring each teaching area is locked and secure when not in use • Assisting in maintaining an inventory of equipment for the Science Department • Demonstrating methods and techniques to students during lessons, as requested by the appropriate member of staff and under their direction • Providing support for all the Science staff in the classroom and assist pupils with routine practical tasks • Ordering equipment through the finance team when new equipment is required • Carry out other tasks reasonably requested by the Head of Department, in accordance with the post holder's skills and qualifications.
Personal development	• 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.
Safeguarding	- Adhere to Trust safeguarding policy and procedure at all times. - Promote strong cultures of safeguarding across the Trust and schools. - Responsible for the safeguarding of students who are under their immediate care, following relevant school policies, reporting concerns promptly (including Health and Safety). - Safeguarding the mental health and wellbeing of students and staff
Advocacy and influence	- 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		
5 GCSEs Grade C or equivalent including English and Maths	X	
A' Levels in Science Subjects		X
Higher Education Qualifications		X
Relevant qualifications in Health and Safety and First Aid		X
Further qualifications relevant to the position		X
Experience of working in a school or similar establishment.		X
Experience of working in a relevant discipline within a laboratory or similar environment		X
Knowledge of carrying out relevant health and safety and risk assessments		X
Knowledge and Interpersonal Skills		
Confident user of ICT	X	
Able to complete aspects of purchase ordering and budgeting	X	
Common sense in assessing risk within a laboratory	X	
Understanding of importance of attention to detail	X	
Sound knowledge of relevant policies and codes of practice for working in a laboratory		X
Knowledge of COSHH regulations		X
Understanding of current best practice for health and safety in a school laboratory		X
Good written and verbal communication skills	X	
Good practical skills	X	
Desire to assist in the development of lesson resources and procedures in the lead up to sixth form opening in September 2023	X	
Be able to relate positively to all students and staff	X	
Desire to enhance and develop skills and knowledge through CPD	X	
Efficient and meticulous in organisation.	X	
Flexible and adaptable	X	

High personal motivation	X	
Creative approach to problem solving	X	
Optimistic	X	
Resilient	X	
Sense of humour	X	
Empathy	X	
Honesty and Integrity	X	
Strong team player	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.



The CAM Academy Trust

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