



We are committed to ensuring all individuals are valued and work in a safe environment, promoting the ethos of Safeguarding and Equality and Diversity in all of our practices. We expect all staff to share this commitment.

Job Title:	Maintenance Specialist
Grade / Salary:	Scale 6, £29,168.02 per annum
Hours:	37 hours
Department:	Estates
Work Location:	Gloucester/Cheltenham/Cinderford
Responsible To:	Maintenance Operations Manager

1. Applicant Information

Gloucestershire Facilities Management (a subsidiary of Gloucestershire College) is committed to safeguarding children and vulnerable adults and any offer of employment will be subject to a number of conditions.

If you are shortlisted, you will be asked to complete a self-declaration of your criminal record or any information that would make you unsuitable to work with children. Generally, we are permitted to ask whether an applicant has any convictions, cautions, reprimands or final warnings which would not be filtered in line with current guidance, as defined by The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020). This Order sets out the circumstances in which an individual can be asked about spent convictions (but not protected convictions or protected cautions) and when an employer can consider these. This includes "any employment as a teacher in a school or establishment for further education and any other employment which is carried out wholly or partly within the precincts of a school or establishment for further education, being employment which is of such a kind as to enable the holder to have access to persons under the age of 18 in attendance at the school or establishment for further education in the course of his normal duties."

As this role involves engaging in "regulated activity" relevant to children, and in line with our legal obligations, before filling out this application you should be aware that it is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.



In line with KCSIE and having regard to all relevant guidance, there is a requirement for providing satisfactory references and online searches will be conducted for candidates. The purpose of this search is to identify any incidents or issues that have happened, and are publicly available online, which we may need to explore further as part of our pre-screening checks. The level of check undertaken will be consistently applied across all applicants and may include both social media and a general internet search.

A satisfactory DBS Enhanced Disclosure (with child barred list check) will also need to be obtained as a requirement of the job.

2. Job Profile

Gloucestershire Facilities Management (GFM) is recruiting for an experienced Maintenance Specialist to join the Estates team at Gloucestershire College.

We are looking for a skilled and proactive Maintenance Specialist to join our team, with expertise in any core construction or maintenance trade. You will play a hands-on role in maintaining a high-quality learning environment by delivering building services, supporting project planning and costing, and carrying out repairs and improvements. This is a dynamic role suited to someone who takes pride in their work, enjoys variety, and thrives in a collaborative, fast-paced setting

A career with us means much more than just a salary- we know that our people are our greatest asset.

We provide an empowering, values-based environment where we all play a part in inspiring a future generation, working towards an inspirational vision. We are passionate about learning and pride ourselves in developing our staff; we will support you both professionally and personally to develop all the skills necessary to make this your next success.

We value mutual respect and believe that trust, respect and civility bring out the best in people. We also work collaboratively utilising the different knowledge, skills and experiences we each have; we strive to create an environment where everyone can give of their best. Working with committed colleagues, we also offer an attractive benefits package, please click on the benefits link to find out more about the range offered.

We celebrate the fact that our students and staff, our partners and friends, are from different social and ethnic backgrounds, different faiths, sexual orientation and ages.

We are committed to equality, diversity and inclusion and we want our workforce to have an equal gender balance, represent a broad mix of people from minority ethnic backgrounds, LGBTQ+, those with a disability and we would encourage all applicants that identify with this to apply.

In accordance with Keeping Children Safe in Education 2025, we will carry out an online search as part of our due diligence on successful candidates.

The purpose of this search is to identify any incidents or issues that have happened, and are publicly available online, which we may need to explore further as part of our pre-screening checks.



The level of check undertaken will be consistently applied across all successful applicants and may include both social media and a general internet search.

If you would like to request any further information on this check, please contact people@gloscol.ac.uk

Gloucestershire College is advertising this role on behalf of Gloucestershire Facilities Management (GFM).

3. Main Duties and Responsibilities

- Take an active lead on the day-to-day running of the planned and reactive maintenance programmes within your skill set.
- Assist the Maintenance Operations Manager and Maintenance Contracts Manager in building projects where required.
- Ensuring best value for money is achieved.
- Assist with induction of and manage contractors if required.
- Promote and manage utility efficiency.
- Prioritise planned and reactive maintenance programmes.
- Undertake risk management assessments to safeguard College interests with respect to the implementation of works to the College.
- Assist to ensure all works programmes adhere to appropriate building regulations, CDM, health and safety, and environmental legislation.
- Anticipate problems and initiate preventative measures.

4. General

- Take an active part in the appraisal process.
- Comply with all relevant Health & Safety regulations and assist the College in the implementation of its own Health & Safety Policy.
- Comply with and actively promote the College's Equality and Diversity Policy.
- Comply with and actively promote the College's Safeguarding Policy and Practices.
- Support the College's sustainability policies and recognise the shared responsibility of carrying out duties in a resource efficient way.
- Participate in enrolment.
- Undertake a first-aid qualification and participate in the first aid rota.
- Undertake any other relevant duties as specified by your line manager commensurate with the level of this post

5. Values

We have **four core values** that reflect what we are, how we do things and where we want to be. We want to support all staff to:

<p>Be Respectful</p> 	<p>Be Respectful – To be respectful of self, others, property and environment when at college or representing the college.</p>
<p>Be Responsible</p> 	<p>Be Responsible – To take ownership of our behaviours, attitude and personal development.</p>
<p>Be Ambitious</p> 	<p>Be Ambitious – To become the best versions of ourselves.</p>
<p>Be Collaborative</p> 	<p>Be Collaborative – To work as part of a team or teams, to support each other to contribute and celebrate success.</p>



6. Person Specification

Shortlisting Criteria

Essential	<ul style="list-style-type: none">– Knowledge of working within the Maintenance/construction sector.– Knowledge of costing, planning, and carrying out the works associated to your specialist role.– Knowledge of working to high standards of health and safety, quality, and environmental legislation.
Desirable	<ul style="list-style-type: none">– Experience of working within an estates/ facilities environment.– Experience of working in an education environment.– Experience of plant control management.

Person Specification

Abilities	<ul style="list-style-type: none">– Capable of working under own initiative with a minimum amount of supervision.– Ability to demonstrate a high level of customer care.– Ability to organise a varied workload and manage time effectively.– Ability to lead, inspire and motivate others.– Ability to produce reports and analyse statistical information.– Excellent written and oral communication skills.
Job Circumstances	<ul style="list-style-type: none">– Able to travel between College sites (if required)– Undertake any training required for the role– Hold an Enhanced DBS with child barred list check or be willing to undertake a check.



Further Education is an ever-changing service and all staff are expected to participate constructively in College activities and to adopt a flexible approach to their work.

This job description will be reviewed annually during the performance review process, and will be varied in the light of the business needs of the College.

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

As users of the disability confident scheme, we guarantee to interview all disabled applicants who meet the minimum criteria for all advertised vacancies.

Where an employee or candidate indicates a disability, every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all of the duties of the post. If, however, a certain task proves to be unachievable, job redesign will be given full consideration.

