

Maintenance Technician

October 2025



Welcome

Thank you for your interest in Haileybury. This is an exciting opportunity to join a highly successful school which is moving forward with confidence and a real sense of purpose. Haileybury was last year chosen as the 'Boarding School of the Year' by TES and, in 2023, was announced as the UK's best fully co- educational IB school.

Haileybury is a dynamic, outward-looking and future oriented school. We want our pupils to leave school with the values, skills and credentials they will need to thrive. We want our provision to be 21st Century relevant. We have recently completed a world class STEM facility, which allows our pupils to take part in research projects no other UK school can offer, and only a handful of other schools around the world can provide. Our attention is now turning to our next set of ambitious ventures.

We are ambitious and we pursue excellence, but Haileybury's success is built on the strength of each person's commitment to doing the very best they can for our school. If you feel excited by the prospect of being a member of a dynamic and successful team, then we would welcome your application.

Eugene du Toit
The Master



The School

Haileybury is a co-educational boarding and day school for pupils aged 11-18. There are currently over 900 pupils at the School. Demand for places and pupil numbers has increased dramatically in recent years.

The Haileybury of today enjoys an excellent worldwide and national reputation. This reputation is primarily based on the very high standard of education that is provided at the School. This was reflected in the report written by the ISI Inspection team who visited the School in October 2022. The report gives a clear picture of a progressive, ambitious school which offers its pupils the very best all-round education. A copy of the report can be viewed [here](#).

Haileybury is a dynamic, outward-looking and future-oriented school. It aims to provide high academic achievement, outstanding pastoral care and a rich and varied co-curricular programme; we want our pupils to leave school as confident, rounded and ambitious individuals. As a large, diverse community, the fundamental values of service, empathy and respect are essential. Pupil voice is important and there are many opportunities for pupils to express their opinions, including an active Pupil Senate. The team of teaching and operations staff are dedicated and highly professional.

Haileybury comprises a dedicated Lower School (Years 7 and 8), a Middle School for Years 9-11 and a Sixth Form of around 360 pupils. All senior pupils are boarders or day pupils in one of the 12 senior Houses. There is also a junior boarding House and a junior day House. The Houses are set within the extensive campus grounds, and most of the teachers are also accommodated within 5 minutes walk of the School. The sense of community at the School is especially strong.

Haileybury has a vibrant academic culture. Its curriculum model is distinct and in the Sixth Form pupils have the choice of following the International Baccalaureate Diploma Programme (IBDP) or A levels. The most popular UK university destinations include Oxbridge and the Russell Group; Haileybury's pupils also achieve places at top North American and European universities.

Haileybury has a strong international dimension with two partner schools operating in Kazakhstan, and one each in Bangladesh and Malta. Haileybury is the sponsor of Haileybury Turnford, a nearby academy, and enjoys a well-established partnership with the school.



Haileybury

The role

The primary objectives of the **Maintenance Technician** role are to provide preventative and planned maintenance and minor repair services to the School's building portfolio ensuring that the School is safe, compliant and fit for purpose.

The duties of this post will include lifting and manual handling; therefore, the post-holder should be familiar with the procedures required for these areas.

The post-holder must hold a full driving licence and have demonstrable experience in a similar role.

This is a permanent full time role working 40 hours per week and will be required to work weekends on a rota basis.

The Maintenance Technician will report to the Head of Maintenance and Compliance.

The purpose of this job description is to set out the current principal duties of the post. It does not detail every individual task, and employees are required to undertake such tasks and duties as are allocated to them from time to time in accordance with the role.

This job description will be reviewed annually as part of the School's annual performance review process.



Responsibilities

- Inspect and carry out minor internal repairs to building fabric, joinery, furniture, decorations, firefighting equipment, plumbing and basic electrical maintenance (changing light bulbs).
- Repair small cracks and patches of plaster ready to receive decoration.
- Carry out minor structural repairs.
- Check, repair and service doors, ironmongery, window locks, fixtures and fittings and ensure that they are in good working order.
- Ensure that furniture is in good repair and safe for use.
- Check, repair and report any damage to fire doors, glazing, closures, signs, intumescent strips, door operations and exit alarms.
- Assist in the checking and testing of fire alarm systems and associated break glasses.
- Ensure all fire and safety signs are in place, clearly visible and secure.
- Check firefighting equipment and ensure faults to extinguishers are reported.
- Check plumbing and heating services within the buildings and make first hand repairs i.e. replace tap washers, ball valve washers, clear sink/drain blockages, refit/replace toilet seats.
- Maintain appropriate, accurate and up to date records of work undertaken and materials used.
- Monitor and report and Health and Safety issues identified during visits to boarding houses, classrooms or any other school building and ensure relevant action is taken.
- Remain up-to-date with all appropriate practices and regulatory requirements within allocated areas of responsibility and to undertake duties in line with established Haileybury practices and protocols.
- Undertake appropriate training to ensure that skills remain up-to-date and commensurate with the first class service required for this role.
- Drive school vehicles in pursuance of your duties, as requested, and as authorised under any School transport scheme.
- Establish and maintain effective communication channels and efficient/effective working relationships with other colleagues, customers and third parties.
- Any other duties as required to ensure the smooth running of the Maintenance Department.



Other requirements

Safeguarding and Child Protection

All employees must be aware of their responsibilities for promoting and safeguarding the welfare of children and young persons with whom they may come into contact whilst at Haileybury. Employees must comply with the School's Safeguarding and Child Protection Policy and must be familiar with how to raise any safeguarding or child protection concerns.

Health and Safety

In accordance with the Health and Safety at Work etc. Act 1974 and associated legislation, all employees must comply with relevant health and safety procedures and guidance at all times. They must be familiar with, and assist the School in the implementation of, its Health and Safety Policy which is available on the School Portal.

Employees must also adhere to any requirements arising from, or relating to, any relevant risk assessments, Control of Substances Hazardous to Health (COSHH), PPE, and manual handling. Specifically, employees must carry out all duties in a manner which does not endanger themselves or others.

Equality and Diversity

Employees must comply with the School's equality, diversity and inclusion policies and practices in force from time to time and must carry out their duties in a manner which does not discriminate against any person on the grounds of any protected characteristic.

Code of Conduct

Employees at Haileybury are expected to work together cooperatively showing respect, courtesy and helpfulness to others at all times. Employees should work to actively support and promote the School's positive ethos and culture, and must act in accordance with the School's Staff Code of Conduct.

Data Protection

All employees must comply with the School's Data Protection Policy, and must carry out their duties in a manner which is consistent with this policy and data protection legislation generally.



Person specification

Qualifications

Essential

- Full, clean driving licence

Desirable

- Good general level of education (to GCSE or equivalent)

Knowledge, Skills and Experience

Essential

- Demonstrable experience in a similar role
- Excellent organisational and time management skills
- Good literacy and numeracy skills
- A broad knowledge of building maintenance
- A broad knowledge of plumbing and drainage
- A broad knowledge of basic electrical safety
- Experience of undertaking minor repairs to buildings, fittings and equipment
- Experience of undertaking minor repairs to buildings, fittings and equipment
- Experience of using all types of hand tools and equipment
- Experience of working with a variety of building materials
- Excellent customer service skills

Personal Attributes

Essential

- Good understanding of working in a school and residential environment
- Ability to work to deadlines and under pressure
- Ability to work unsupervised and use own initiative
- Willingness to work flexibly when required, and the ability to adapt to the needs of the role
- Enthusiastic with the ability to learn
- Conscientious, trustworthy and reliable



Benefits

Staff have the opportunity to utilise the School's wonderful facilities including fitness suite, swimming pool, and tennis centre, at certain times, and participate in the Cycle to Work scheme.

Staff are also provided with lunch within our magnificent dining hall.

Other benefits include 25 days annual leave with enhanced entitlement for long service, pension and group life assurance.

Professional development and learning sit at the heart of the School, and the successful post-holder will be joining a vibrant intellectual community.

Our staff body is collegiate and supportive, and staff wellbeing is prioritised. The School has a full-time Health and Wellbeing Centre and Chaplain.



Application process

To apply for this position, please complete the application form in full, with reference to the candidate brief, and return it to hr@haileybury.com by **midday on Friday 10 October 2025**.

Please be aware that we cannot consider an application unless the application form has been filled in completely, including details of your full employment history.

The School reserves the right to make an appointment before the closing date; candidates are therefore encouraged to apply as soon as possible.

The School has a diverse pupil body and is committed to its strategy of equal opportunity, diversity and inclusion. We encourage applications from candidates with a wide range of backgrounds to enrich our collective knowledge and experience. Appointments will be made on merit.

Haileybury is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants for the above post must be willing to undergo child protection vetting, including reference checks with previous employers, prohibition checks and a criminal record check via the Disclosure and Barring Service.





Haileybury

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