



Lancing College



Appointment of Chemistry Technician

From September 2026

The College

At Lancing College, we believe that the most meaningful education is one that encourages pupils to think critically, act with integrity, and grow in all aspects of life. With a broad range of opportunities to explore their passions, challenge themselves, and engage with the world around them, our young people leave Lancing not only ready for the future but eager to shape it. It is this blend of strong academic foundations, personal growth, and a genuine sense of community that makes Lancing a truly special place to be.

Lancing, which is part of the Woodard Corporation (which now consists of 17 independent schools and 6 academies), stands in an impressive and spacious downland estate, which includes playing fields, residential properties, and an area managed as an educational farm. It is a stunningly beautiful place to live and work, and one where tradition and modernity sit comfortably side by side.

The College is friendly, ethical, vibrant, and outward-looking. We treat each other with respect, valuing diversity and rejecting discrimination. We are fully committed to creating and promoting a diverse and inclusive workforce that reflects both our local community and our cosmopolitan student body. Applications are welcome from all suitably qualified candidates regardless of age, race, disability, sex, gender reassignment, sexual orientation, religion or belief, pregnancy and maternity and marital status. We particularly encourage applications from under-represented groups. The distinguished Victorian buildings, including the spectacular Chapel (which was begun in 1868 and finished in 2021), are a familiar south coast landmark. The nineteenth century core has been complemented regularly by new buildings and extensions. The College recruits a 13+ (Year 9) entry of approximately 105 and an additional Sixth Form (Year 12) entry of about 50. There are ten houses (seven boarding houses, and three day houses). The latest inspection report can be found here: [ISI Report October 2023 | Lancing College | Independent Senior School & Sixth Form | Woodard | West Sussex | South of London](#)

The school roll currently stands at its largest for many years with over 600 pupils in the College. The senior school is 60% boarding pupils and 40% day pupils. The family of schools also has approximately 260 day pupils on roll at Lancing Prep at Hove, 195 day pupils on roll at Lancing Prep at Worthing and 145 day and boarding pupils on roll at Dorset House School. The College is fully co-ed and is around 55% boys and 45% girls.

Academic standards are consistently high: A* - B grades at A Level averaging circa 80% over the last decade.

Each year the College offers several academic scholarships and similar awards for Art, Design & Technology, Music, Drama and Sport as well as for All-rounders, all of which may be enhanced by means-tested bursaries.

The Head Master, Dr Scott Crawford, has been in post since August 2025.

The Bursar, Mr Mark Milling, has been in post since August 2013.

The Appointment

We are seeking a highly motivated and organised Chemistry Technician to join our dedicated science department from September 2026. This crucial role supports the effective delivery of practical chemistry lessons across GCSE and A Level, you will be instrumental in ensuring a safe, efficient, and inspiring learning and working environment for our students and staff.

Job Title: Chemistry Technician
Reporting to: Head of Chemistry & Senior Science Technician

Technical:

- To provide equipment and materials to support Chemistry GCSE and A Level, setting up of apparatus, preparation of chemical solutions, working from teachers request and schemes of work.
- To deliver equipment to classrooms, collect, check, restock and store safely.
- To support students and staff during practical sessions, offering guidance where appropriate and accessible.
- To trial practical's.
- To maintain laboratory equipment, apparatus and resources, carrying out/arrange the repair or replace as necessary.
- To work from Lab logger and keep updated.

Health and Safety:

- To adhere to and promote strict health and safety guidelines within the laboratories.
- To conduct regular safety checks on equipment.
- To keep up to date with the current Health and Safety regulations.
- To carry out risk assessments.
- To store chemicals safely following CLEAPSS recommendations.
- To safely treat and dispose of chemical waste in accordance with environmental regulations.
- To keep abreast of new developments in laboratory techniques and health and safety.
- To ensure the security of the laboratories and report any issues immediately.
- To carry out weekly lab checks and monthly fire checks.

Stock and Purchasing:

- To maintain a comprehensive inventory of chemicals, equipment, and consumables.
- To order new stock as required, ensuring cost-effectiveness and timely delivery.
- To maintain stationary stocks.

Cleaning and Maintenance

- To clean, maintain, and ensure the good working order of all laboratory equipment, carry out or arrange for repairs or replacements as necessary.
- To maintain a tidy, organised, clean and safe laboratory environment always.
- To service Bunsen burners, balances and other laboratory equipment.

Design and Development

- To contribute ideas for improving and developing safe, engaging experiments.
- To construct and modify apparatus.
- To research new resources.
- To assist the department with display boards, design and create.
- To attend relevant training.

This job description sets out the main duties at the time it was drawn up. Such duties may vary occasionally but without changing the general character of the duties or the level of responsibility entailed, and the candidate will be required to carry out any reasonable requests required by their Line Manager.

Skills and Experience

Essential

- Experience working in a school or college laboratory environment.
- A strong background in Chemistry at A level or higher (or equivalent).
- Knowledge of, and ability to safely handle and prepare, chemicals in line with established procedures.
- A thorough understanding of relevant health and safety regulations, including COSHH, CLEAPSS guidance, and any other requirements applicable to a chemistry preparation environment.
- Excellent organisational and time-management skills.
- Ability to prioritise tasks effectively.
- Good IT skills.
- Ability to work independently and collaboratively as part of a team.
- A positive, adaptable approach to work.
- Ability to remain calm and professional in a busy environment.

Desirable

- A degree in Chemistry or a closely related discipline.
- A current First Aid training certificate (or willingness to undertake training).

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Application Procedure:

Applications should be made using the application form. Candidates are asked to add a covering letter setting out, as succinctly as possible, their reasons for applying for the position at Lancing.

Application forms are available from the College website www.lancingcollege.org.uk. Please send any emails to recruitment@lancing.org.uk

A full curriculum vitae and the names, addresses and telephone numbers of a minimum of two referees, one of whom should be the candidate's current or most recent employer should be included with the application.

Closing date: Friday 13 March 2026

Interviews: w/c 16 March 2026

The College reserves the right to call individuals to interview and appoint prior to the closing date for applications.

Terms and Conditions

- Salary is £26,018.16 per annum.
- This is a term-time only position, plus an additional 5 days to be worked during the summer holiday period. Hours of work are 42 hours per week, four days at 8.5 hours per day (7:30am – 5:00pm), including a 1-hour unpaid lunch break and one day at 8 hours (7:30am – 4:30pm), including a 1-hour unpaid lunch break. The additional days in the holiday period to be same working pattern.
- You shall be entitled to the statutory minimum holiday entitlement which is to be taken during school holidays. Public holidays occurring when the School is in session will be working days.
- The School currently operates a Group Personal Pension subject to scheme rules which may vary from time to time. The School shall initially pay a sum equivalent to 5% of your basic Salary into the pension scheme subject to contribution by you of at least 5%. You can alternatively opt to make a contribution of 7.5% and the School will match this. Minimum contributions may vary to reflect the prevailing legislative requirements.
- As may be consistent with the entry conditions of the School, and at the discretion of the School, up to two children may be educated as day pupils at Lancing College for the payment of 33.33% of the appropriate fees. Means-tested fee remissions for additional children subject to the availability of places may be applied for. In addition, and as may be consistent with the entry conditions up to two children may be educated at Lancing Prep at Worthing for the payment of 50% of the appropriate fees. Sibling discounts are not available in addition to this. Wraparound care for up to two children will be provided free of charge. This remission does not apply to care outside School terms. At Nursery and Pre-School level the remission is conditional on the Nursery Grant being claimed from East or West Sussex County Council, being allocated to Lancing rather than any other

provider, and subject to the maximum fee discount allowable under HMRC rules. Means-tested fee remissions for additional children subject to the availability of places may be applied for. Any decision to grant fee remission shall be at the sole discretion of the School and shall be exercised by the Governing Body. In the case of part time employees or employees who do not work the full year (for example, term time only employees), any fee remission will be pro-rata to the employee's weekly hours and to the number of weeks worked – it is assumed that a full week is 40 hours, and a full year is 45.4 weeks.

- The employment will be subject to a twelve-month probationary period. One month's notice is required on each side to terminate this contract during the probationary period, after which three months' notice is required.

Further Information

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to an enhanced DBS disclosure which the School considers satisfactory, the receipt of satisfactory references, the school's pre-employment medical questionnaire and sight of relevant original ID documentation and degree certificate(s).

Applicants who have lived outside of the UK in the past 10 years will be required to provide a Police Check from their country of residence. In addition, and where applicable, successful candidates will be required to produce a 'letter of professional standing' issued by the relevant professional regulatory authority as proof of past conduct.

Lancing College conducts online searches for shortlisted candidates. This check is undertaken based on the requirements set out in Keeping Children Safe in Education 2025. The check helps us to ensure safe and robust checks on the suitability of individuals to work within our School.

To minimise unconscious bias or potential discrimination issues, a person who will not be on the appointed interview panel will conduct the search and will only share information when findings are of a concern. The appointed panel may explore any concerns passed to them as part of our due diligence process.

The College is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands, and final warnings (including those which would normally be considered "spent" under the Act) must be declared. If you have a criminal record this will not automatically debar you from employment. Instead, each case will be assessed fairly by reference to the School's objective assessment.