



# HADLOW RURAL COMMUNITY SCHOOL

Effort achieves



01732 498120  
[www.HRCSchool.org](http://www.HRCSchool.org)



# Our School



Hadlow Rural Community School (HRCS) opened in September 2013 and offers a unique educational opportunity to students across the Weald of Kent; located within an idyllic 20-acre rural campus, situated in the historic village of Hadlow.

HRCS is a popular, oversubscribed School with a current roll of just under 400 students. The School relocated to a £7million new build in 2016 and has developed a strong reputation both locally and beyond for enabling its young people to excel and flourish; providing an exciting, vibrant and dynamic experience in academic and land based vocational studies. The school is heavily oversubscribed and has, for the last four years, achieved one of the highest percentages of preferences for Year 7 places, for non-selective schools, across Kent.

The success and popularity of the school has been based on our ethos of providing an educational experience suited to our students and the local community and, whilst academic progress is of the highest importance to us, this is equally matched by our promotion of vocational and enrichment opportunities, ensuring the development of every child as a whole.

Positive, productive, and supportive relationships with all stakeholders is a key element of the school and this is further underpinned by maintaining small class sizes of 25-26 students across the school, with many Key Stage 4 option subjects averaging class sizes of 15 students.

High expectations are promoted across every aspect of the school and all members of HRCS are expected to be kind, caring and considerate, showing honesty and integrity and applying 100% effort in all their endeavours, supporting our school motto of 'Effort Achieves'.

# Vacancy

## School Farm Technician

**Application:** Apply by 9.00am, Friday 6th March 2026

**Start:** As Soon As Possible

**Salary:** HRCS 6 £25,914—£27,504 per annum pro rata

**Location:** Kent

**Contract:** Saturday—Wednesday (8.00am—4.00pm)

**This vacancy is for 9 months maternity cover**



Hadlow Rural Community School is a unique school, combining a traditionally academic curriculum with a challenging Land-based specialism.

As the only specialised Land-based school in the country, our students have the opportunity to not only study for the highest academic grades but also to participate in a wide variety of life-enhancing and enriching experiences, working in a beautiful outdoor environment in areas such as agriculture, horticulture, animal care and countryside management.

Due to maternity leave we are now looking for a dynamic, innovative and exceptional school farm technician who has the ambition and expertise to play a key part in the continuing success of the School.

This is an exciting post for an excellent practitioner and offers an outstanding opportunity for career progression (70%+ of leadership positions appointed internally in the last 5 years). The role provides the perfect opportunity for a candidate wishing to begin their career within a small and supportive environment or, for more experienced colleagues, it will provide the opportunity to take on more responsibilities supporting any potential aspirations for leadership in the future.

If you feel that you are a highly motivated, inspirational technician who has the expertise and experience to play a vital part in the future of our School then we would very much like to hear from you.

# Benefits of Working at HRCS



The Trustee's and Senior Leadership Team at HRCS are very aware of the significant contribution that colleagues bring to the school and the importance of providing a positive, supportive and productive working environment.

This is epitomised through our vision and values and the daily interactions between staff, students and parents. Student conduct is exemplary and based on high expectations and mutual respect; poor behaviour is not tolerated.

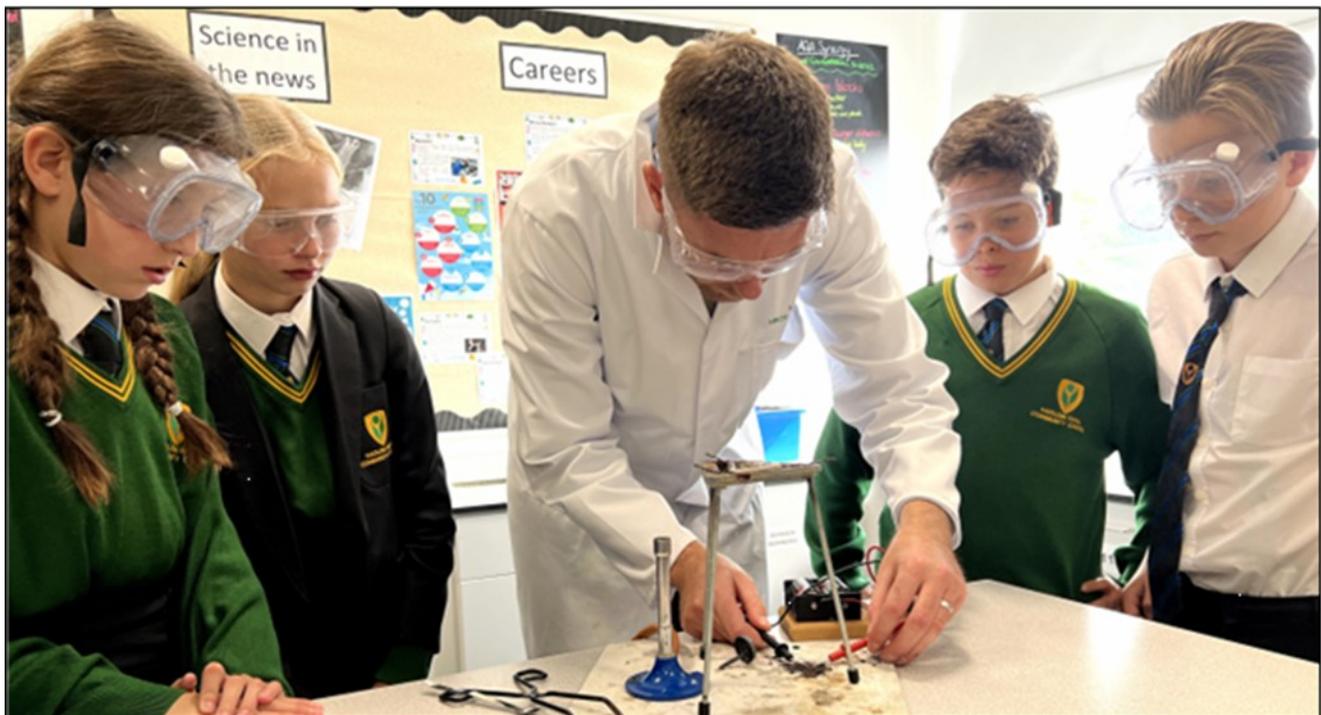
Career development and progression for those staff with leadership aspirations is prioritised and the school has a strong track record of supporting colleagues in achieving their career goals.

All staff are highly valued, with wellbeing represented as a standing agenda item on all meetings, and working groups regularly meeting to review common practices and workload considerations.

# Benefits of Working at HRCS

The school also provides the following benefits:

- Working within an idyllic rural setting
- Welcoming environment
- Competitive Salary
- CPD Prioritised through Appraisal
- Reduced Directed Time (50 hours)
- Staff Loyalty days
- Paid leave for key life events
- Schools UK Health Insurance
- Wellbeing weeks—3.30pm closure
- Comprehensive Induction
- Personalised CPD
- Aspirational Leadership Support
- Funded NPQ's/Higher Level training
- Access to Teacher Training
- Small Class Sizes
- Headteacher & SLT open door policy
- SLT Staff Wellbeing Champion
- Staff Priority in school admissions
- Access to school car
- Electric Car Chargers
- Free Parking
- Free Duty Meals
- Free Tea and Coffee
- Sick Pay
- Pension Contributions
- Support Line
- Occupational Health Support
- Staff Social Events
- Staff wellbeing & workload group
- Kent Rewards



# Job Description

## **Post Title: School Farm Technician**

This job description may be amended at any time following discussion between the Headteacher and member of staff in the light of any changes in the requirements and priorities of the School, and will be reviewed annually.

### **Job Purpose**

To carry out the professional duties of a technician as circumstances may require and in accordance with the school's policies under the direction of the Head Teacher.

### **Areas of Responsibility and Key Tasks**

#### **KEY RESPONSIBILITIES**

- Adhering to the highest industry standards of animal husbandry and welfare and implementing changes to coincide with this.
- Working responsibly, safely, and efficiently around animals, within a team or independently.
- Observing the behaviour, health and security of animals and reporting any problems to the Line Manager.
- Supporting and implementing animal enrichment programs on a regular basis.
- Organising the provision and availability of equipment, animals and facilities required for learning sessions.
- Exhibiting outstanding communication and demonstration skills to provide professional, fun and interactive sessions to students and supporting staff in offering sessions to the public in providing a service to the wider community.
- Carrying out animal husbandry as needed, including over weekends and holidays, whenever required as instructed by the Line Manager.
- Assisting the Head of Land-Based Studies with the developments of the practical provision in matters of estates, animal welfare, animal stocking and delivering services to the local community.

# Job Description

## MAIN RESPONSIBILITIES

- Providing the day-to-day routine husbandry of the school animal stock, which includes cleaning out of accommodation and Land-based areas, provision of feeding and providing water, bedding, and daily health checks.
- Maintaining any animal-related records.
- Taking stock, including ordering of feeds and other resources.
- Administering treatments to animals and carrying out preventative care methods as and when appropriate.
- Ensuring excellent standards of sanitation, hygiene and cleanliness in all animal areas and associated storage and service areas.
- Disposing of and maintain all waste from the animal areas in a correct manner.
- Exercising, training, and handling of animal stock as appropriate and required.
- Ensuring that all requirements and regulations relating to health and safety are always adhered to, including by learners and other staff members.
- Providing technical assistance and advice as required when carrying out practical sessions.
- Recruiting, training, and supervising volunteers for carrying out animal husbandry and ensuring animal welfare.
- Ensuring that all policies, requirements and regulations relating to health and safety and animal welfare are always adhered to.
- Assisting in the designing and running of interactive education sessions with schools and groups during weekdays.
- Completing detailed records relating to routine animal care, reporting any abnormalities or problems to Line Manager as appropriate.
- Being flexible in supporting or carrying out animal operations.
- Any other reasonable duties of a similar nature as required by the Line Manager

## GENERAL

- Promotes and implement all school policies, particularly those which refer to health & safety, equality of opportunity and Safeguarding young people.
- Develop effective working relationships internally and with external partners.
- Undertakes other duties as may reasonably be required in the interests of the efficient functioning of the school.

# Job Description

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description sets out the duties of a technician at the time it was prepared. Such duties may vary from time to time without changing the general nature of the duties and level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a re-grading of the post.

# Person Specification

Please use the application form to demonstrate your capabilities in relation to each of the criteria listed below (addressing each point in order).

Qualifications (Educational and Vocational)	Criteria	Essential / Desirable
	Level 2 qualification in English and Maths or a willingness to achieve within a specified period	Essential
	Level 3 qualification in Agriculture or Animal Management	Essential
	HND or Higher Education Degree in Animal Management, Animal Science, Zoology or similar	Desirable
<b>Previous Experience / Job Knowledge</b>	Proven practical experience within a range of animal collections for a range of animal species or farm-based work experience	Essential
	Experience of working with the public, demonstrating good principles of customer care.	Desirable
	Experience of working with learners in an educational environment	Desirable
	Experience working with livestock within the agricultural industry	Desirable
	Experience with sheep production cycles and lambing	Desirable
<b>Skills (Competencies and Aptitudes)</b>	Be able to work independently, as well as making a positive contribution to a team	Essential
	Sound administrative skills ideally including Animal Shelter Management and Microsoft Excel	Essential
	The ability to communicate effectively orally and in writing	Essential
	Understanding of animal movement licences	Essential
	To follow rotas and working routines carefully and conscientiously	Desirable
	Carryout a range of animal husbandry tasks confidently including health checking and giving medication	Essential
	Be able to demonstrate initiative and a pro-active approach to completing tasks	Essential
	Be reliable, have good timekeeping and attendance record and able to demonstrate supervisory skills and professionalism to the team and learners	Essential
<b>Other factors / additional requirements</b>	An understanding of safeguarding and a commitment to creating a safe learning environment an understanding of and commitment to safeguarding young people and vulnerable adults.	Essential
	Motivation to work with children/young people	Essential
	Ability to form and maintain appropriate relationships and personal boundaries with children and young people/vulnerable adults.	Essential
	Clean Driving License	Essential
	Trailer licence	Desirable
	Experience in estate maintenance tasks within Land-Based	Desirable

# How to Apply

## Finding out more about HRCS:

We know that applying for a position and starting employment at a new school can be a big step, and therefore it is very important for us that candidates have a good understanding of our school and are able to make a judgement, for themselves, on the excellent working environment and the support provided at HRCS.

We are therefore always extremely happy to provide personalised tours of the school and arrange opportunities to meet staff and students to ask questions and support your interest in working at HRCS.

Similarly, should you require any further details on any role within the school or would like an informal discussion with the Headteacher, please contact the PA to the Headteacher via email on [Heidi.Whitmore@hrcschool.org](mailto:Heidi.Whitmore@hrcschool.org) or via 01732 498120.

## Applications

If you wish to apply to join Hadlow Rural Community School in the next phase of its exciting future, the school website [www.hrcschool.org/Staff/Vacancies/](http://www.hrcschool.org/Staff/Vacancies/) will provide further details and an application form.

- Applicants should send to school
- A fully completed application form

A letter of application identifying how your knowledge, skills and experience meet the requirements of the Person Specification; and how you will contribute to making Hadlow Rural Community School an outstanding place of learning.

Letters should be addressed to the Headteacher and presented on no more than 2 sides of A4, font size 11. Please send this to: [HR@HRCSchool.org](mailto:HR@HRCSchool.org)

The deadline for applications is **9.00am, Friday 6th March 2026**

We would advise applying early for this role as interviews may take place prior to the closing date



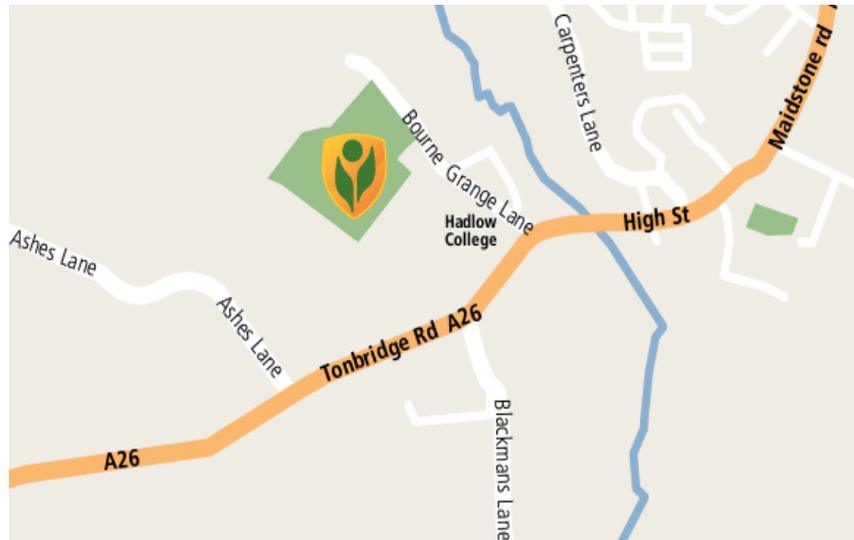
# Directions



Hadlow Rural Community School located within an idyllic 20-acre rural campus, situated in the historic village of Hadlow.

**Address:**

Hadlow Rural Community School  
Tonbridge Road  
Hadlow  
Tonbridge  
TN11 0AU



**Contact:**

01732 498120 or [contact@hrcschool.org](mailto:contact@hrcschool.org)

**Driving**

The school can be accessed via the A26 Tonbridge Rd, supporting access via the M26 and M20 from the North and the A21 and A228 from the South.

**Rail**

Mainline rail services can be accessed at Tonbridge and Maidstone mainline stations, with Taxi and Public Bus provision servicing the Hadlow campus.

**Public Bus**

The school maintains its own bus service (HRCS 1), covering Hadlow, East Peckham, Kings Hill and Snodland. Other public services are available between Tonbridge and Maidstone.