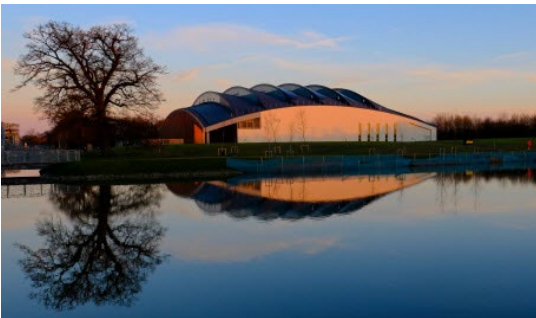


# Leading Hand Electrical

Estates Division

Closing 2<sup>nd</sup> October 2024

Job Reference: BA41934



# Leading Hand Electrical

**Salary:**

£32,332 -£38,205 per annum

**Staff Group:**

Assistant

**Contract:**

Permanent

**Location:**

Cambridge

**Faculty / Department:**

Estates Division

**Working Pattern:**

Full Time

**Purpose of the role**

The role-holder works within the Maintenance Unit under the supervision of the Electrical Supervisor, to ensure that electrical building services are maintained to a high standard, comply with regulations, are safe and that emergencies are dealt with promptly.

The role-holder will be expected to work alone and as the senior member of a multi-disciplined team, consisting of in house engineers and external contractors, working on all types of electrical and mechanical systems and have a sound knowledge of these systems.



## Supervisory Activities

- a) Leads site teams comprising Maintenance Unit electricians and/or Maintenance Unit mechanical fitters and/or contracted personnel on major maintenance projects. This could include emergency breakdowns, major repairs/upgrades, new installations or preventative maintenance overhauls. On all site matters, (planning, progress, implementation and commissioning) liaises with Departmental/Building staff keeping own supervisor advised on a daily basis.
- b) Carries out on behalf of supervisor, site surveys providing the following information for forward planning, costing and feasibility purposes:
  - Material and labour estimates.
  - Site information having a bearing on projects such as access, departmentally imposed work restrictions, work place conditions etc.
  - Health and Safety plans, risk assessments, methods statements etc.
- c) Liaises on site with contractors' personnel on all aspects of projects being led by themselves taking site decisions on behalf of Maintenance Unit. Is prepared on behalf of Electrical Engineering Supervisor to liaise with contractors on other site related matters.
- d) Is responsible for the good order of Maintenance Unit's electrical workshop. This would include workplace and machinery cleaning, machinery routine maintenance and all matters relating to the Health and Safety requirements of this environment and plant.
- e) Liaises with Electrical Supervisor on all matters relating to the Health and Safety of Maintenance Unit's electrical personnel in relation to their workplaces (throughout the University), equipment and work practices. Takes part in the annual risk assessment review.
- f) Is jointly responsible for the daily security of electrical workshops including securing plant and doors at the end of each work day.
- g) Undertakes training on all aspects of electrical work undertaken by Maintenance Unit personnel particularly in respect to the ever-changing Health and Safety requirements of such work. Assists the Electrical Supervisor in ensuring that adequate measures are in place to safeguard the University and its employees and that his work colleagues actively participate in implementing guidelines laid down.
- h) In the absence of his supervisor, deputises on all matters relating to the planning, implementation and commissioning of electrically related works being handled by the Maintenance Unit.

## Breakdowns and Preventative Maintenance

Attends site to investigate reported operational problems on services and plant, and carries out routine maintenance in accordance with pre-set work instructions, the preparation of which he has been party to, taking the following action:

- Receives direct telephone communications during the workday from the Helpdesk in relation to emergencies.
- Liaises with Departmental/Building personnel in respect to the nature of the reported fault, the service being carried out and the effect work will have on Departmental operations.
- Assesses problems, diagnoses faults, test running the plant if necessary. Inspects/services plant in accordance with Maintenance Unit/ manufacturer's instructions. Takes note of any abnormality. Takes plant out of service rendering it safe to commence routine service.
- Having decided the remedial action required, reports to Electrical Supervisor. Obtains materials through Maintenance Unit stores. Implements repairs using own staff and/or contracted labour and re-commissions plant to correct working order.
- Reports to Departmental/Building staff on completion of each job as required, particularly in respect to follow-up observations/action that may be necessary.
- Reports to Building staff and own supervisor should circumstances arise adversely affecting job progress. Keeps Departmental/Building staff aware of job progress at all times, and advises both parties of satisfactory completion.
- For administrative purposes all job details will be entered on to a hand held device including a brief outline report of work done, follow-up action required, materials used and time spent on job.
- Obtains materials required to execute service and required remedial work through Maintenance Unit stores and takes all necessary action to ensure that plant is reinstated to full working order. Assists Buyer/Stores personnel with the process and maintenance of booking materials in/out

In the event of additional support being required (e.g. other trade skill, specialist technical back-up or manufacturer's opinion) the role-holder is expected to call in specialist contractors and manufacturer's representatives etc. as required, raising the necessary orders or instructions.

## Installation Work

Installs electrical services plant in accordance with written technical instructions (drawings, etc.) or verbal instructions, taking the following action:

- a) Liaises with Departmental/Building personnel in respect to the nature of the installation and the effect of the work on Departmental operations.
- b) Assesses installation requirements on site determining materials, other trade skills required builders' work and anticipated time schedule.
- c) Advises the Electrical Supervisor where appropriate and obtain materials through Maintenance Unit stores.
- d) Checks all relevant documentation particularly manufacturers' instructions in respect to the installation element of services plant involved.
- e) Keeps Departmental/Building staff aware of job progress at all times.
- f) On completion of practical installation carries out Test and Inspection of installation as detailed in the current edition of the IEE Wiring Regulations. Completes relevant certification including all inspection observations and recorded test values. Provides verbal and written report to Electrical Engineering Supervisor of any deviations from the Wiring Regulations.

- g) Reports verbally to Departmental staff and the Electrical Engineering Supervisor immediately job has been concluded. Is present and carries out commissioning works required to put installation into correct/safe working operation.
- h) For administrative purposes all job details will be entered on to a hand held device including a brief outline report of work done, follow-up action required, materials used and time spent on job.

In the event of additional support being required (e.g. other trade skill, specialist technical back-up or manufacturer's opinion) in his/her capacity as a team leader, the role-holder could arrange this directly advising/apprising the Electrical Supervisor after the event.

### **Machine Shop Activities**

Is familiar with the operation of and is able to use basic electrical and mechanical machine shop equipment (test bench, lathes, millers, etc.) should the in-house manufacture of component parts be required in the execution of work scheduled in 1 - 4 above.

### **Emergency call out duties**

Is a working member of the emergency call out team which requires a positive commitment to be available on a rota basis for out of hour's standby duties.

# Key Responsibilities Person Specification

Criteria	Essential	Desirable
<b>Education</b>		
Recognised Trade Apprenticeship	✓	
City and Guilds Qualification in Electrical Installation.	✓	
NVQ Level 3 Electrical Qualification	✓	
Achievement Measurement (AM1&2) in Electrical Installation.	✓	
City and Guilds 2382 – 18th Edition Wiring Regulations	✓	
City and Guilds 2391 – Inspection, Testing and Certification of Installations	✓	
Practical experience in the work categories described of an exceptionally high standard.	✓	
BTEC HNC in Building Services Engineering (or equivalent)		✓
<b>Experience</b>		
Low Voltage Electrical Distribution Equipment Within Sub-Stations	✓	
General Power Distribution Systems	✓	
Motor drive systems - including inverter speed controls	✓	
Mechanical plant controls systems	✓	
Internal lighting systems - Lighting management control systems.		✓
Emergency Lighting Systems		✓
Street and car park lighting		✓
Standby Diesel Generators		✓
Photovoltaic systems (PV)		✓
Uninterruptible Power Supplies (UPS)		✓
Lightning and Surge Protection Systems		✓
Control Systems - including computerised building management systems (BMS)		✓
Specialist Laboratory Electrical Services		✓
Fire Alarm Systems		✓
Automatically Operated Doors		✓

The following is a schedule of mechanical services plant the role-holder would be expected to work on and provide electrical support for as a matter of routine:		
Central Heating Boilers – of all sizes and types		✓
Central Heating Systems - (both low and medium pressure hot water)		✓
Ventilation Systems – including air distribution and fume control systems		✓
Air Conditioning Systems – including direct expansion and chilled water systems, de-humidification and humidification systems		✓
Domestic Hot Water Systems – both centralised and point-of-use		✓
Gas Supplies		✓
Steam Generators		✓
Air Compressors		✓
<b>Skills</b>		
Operation and maintenance of the controls relating to heating and ventilating plant		✓
Test and inspection and certification of electrical systems in accordance with Wiring Regulations		✓
Use of access equipment including scaffold towers and MEWPs.		✓
Use of machine shop equipment		✓
Operation and use of services building management systems		✓
Be IT literate and able to use Microsoft Office Suite.		✓

# Behavioural Attributes

This section summarises the behavioural attributes (or competencies) that we expect the role holder to be able to demonstrate, at what level and whether this is an essential or desirable requirement.

Full definitions are at: <https://www.hr.admin.cam.ac.uk/policies-procedures/behavioural-attributes>

Please review these and provide specific examples in your application of how you have demonstrated these attributes in your work, education or other experience. It will assist your application if you explain the situation, what you did and what the outcomes were.

Attribute	Level
Valuing Diversity	A
Achieving Results	C
Communication	C
Innovation and Change	C
Negotiating and Influencing	C
People Development	C
Relationship Building	C
Strategic Focus	C



# Estates Division

The Estates Division at the University of Cambridge is a multi-disciplinary organisation responsible for the development, management and maintenance of the University estate, along with the provision of a variety of related services.

Our current operational estate (buildings used for teaching, research and administrative activities) is currently valued at £3 billion (Insurance Replacement Cost) and its broad and complex nature presents many demanding challenges, for example some buildings are 800 years old, Grade I Listed and protected by English Heritage, whilst others are new with highly sustainable building fabrics and buildings management systems.

Key areas we are responsible for include:

- Planning and managing the University's estate development programme.
- Project managing new build construction and the refurbishment/alteration of existing stock.
- Managing and maintaining the estate including residential accommodation and investment properties.
- Delivering a comprehensive facilities management service to the University.
- Managing catering outlets across the estate.
- Managing the operational and research facilities at the [University Farm](#).
- Promoting the University's environmental sustainability initiative, particularly with regard to reducing carbon emissions.



# Terms of Appointment

## Tenure and probation

The appointment will be made on a permanent basis. The appointment will be subject to satisfactory completion of a six month probationary period.

## Hours of Work and Working Pattern

The hours of work are 36.5 hours per week, working Monday – Friday.

## Pension

You will automatically be enrolled to become a member of CPS (Contributory Pension Scheme) – a defined benefit and defined contribution pension scheme. For further information please visit: [www.pensions.admin.cam.ac.uk/](http://www.pensions.admin.cam.ac.uk/).

## Annual leave

Full time employees are entitled to annual paid leave of 36 days inclusive of public holidays. For part-time employees, annual leave will be pro rata'd based on days worked.

Paid holiday entitlement will increase by one day after nine years' unbroken service and thereafter by one additional day for each period of three years' unbroken service up to a maximum of four additional days after eighteen years' service.

Your normal hours of work are 36.5 hours. Your times of work will be notified to you by your institution. In addition to the standard working week of 36.5 you will work 0.5 hours. As a result of working this extra time,

in addition to the 36 days holiday entitlement, you will receive time off in lieu with payment equivalent to a further 3 working days in a full leave year.

## General information Pre-employment checks

### Right to work in the UK

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it.

### Health declaration

Once an offer of employment has been made the successful candidate will be required to complete a work health declaration form.

### Qualifications

The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

### References

Offers of appointment will be subject to the receipt of satisfactory references.

### Screening Checks:

This role requires a basic disclosure/a security check. Any offer of employment we make to you will be conditional upon the satisfactory completion of this/these check(s); whether an outcome

is satisfactory will be determined by the University.

## Information if you have a disability

The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment. Information for disabled applicants is available at <http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you prefer to discuss any special arrangements connected with a disability, please email Estates Division HR on [EDR@admin.cam.ac.uk](mailto:EDR@admin.cam.ac.uk)

# The University

**The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates have won more Nobel Prizes than any other University.**

Our sustained pursuit of academic excellence is built on a long history of first-class teaching and research within a distinctive collegiate system. For eight centuries our ideas and innovations have shaped the world. Our principal goal is to remain one of the world's leading universities in an increasingly competitive global higher education sector. Today the University of Cambridge is at the centre of a cluster of over 4,300 businesses employing 58,000 people.

Our capital investment projects include the West Cambridge site, the North West Cambridge development and the growth of the Biomedical Campus in the south of the city. The North West Cambridge development includes the opening of a primary school – the first in the UK to be managed by a University. So we are deeply embedded in, and committed to serving, our local community. These are all conspicuous signs of a University that is not only adapting to new needs, but also anticipating the future.

Our mission is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. Our core values are:

- freedom of thought and expression; and
- freedom from discrimination.



# About Us

**The University is one of the world's leading academic centres. It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country's highest concentrations of internationally important collections.**

The University has an annual income of £2 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £500 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit students, provide student accommodation and deliver small group teaching.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching and conducting research.

Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-Africa Programme involving universities in Ghana, Uganda and elsewhere on the African continent; or the close association with the government of India to pursue new research in crop science; or the creation, with Germany's Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University's make-up.

“Cambridge graduates and researchers have made – and continue to make – a colossal contribution to human knowledge and the understanding of the world around us. Their work touches on the lives and livelihoods of everyone from patients diagnosed with life-threatening diseases, to residents of areas critically affected by climate change, to children growing up in conflict zones. It has a lasting impact on our society, our economy and our culture: the world is truly a better place thanks to their efforts.”

*Stephen Toope, Vice Chancellor 2019*



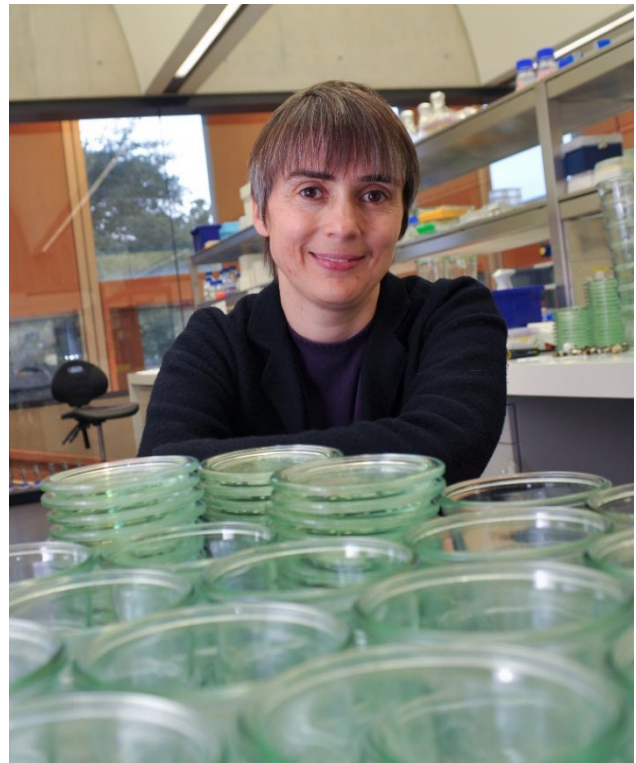
# Working at the University

**Working at Cambridge you will join a diverse, talented and innovative community, with more than 18,000 students and over 16,000 staff from all walks of life and corners of the world.**

The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels.

We offer a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment.

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a new science and technology campus to the west of the city centre, and is now expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with our continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.



## Equality & diversity

The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity networks for women, black and minority ethnic and lesbian, gay, bisexual and transgender staff. More details are available here: <http://www.equality.admin.cam.ac.uk/>

The University has a bronze Race Equality Charter aware, with framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University's Athena SWAN award recognises and celebrates good practice in recruiting, retaining and promoting women.

# Living in Cambridge

**Cambridge is rich in cultural diversity. From beautiful University and College buildings, museums and art galleries, quaint gardens and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.**

You can find a wide-range of high street shops and 3 shopping centres, with independent alternatives at the historic market and nestled within the passageways in the city centre. You will find a cinema, bowling alley, a nightclub and various live performances At the Cambridge Leisure Park, with further entertainment options at the Corn Exchange, Arts Theatre and the ADC Theatre. Further information can be found on the Visit Cambridge website.

If you prefer the faster pace of life, London is a 45 minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.

## Relocation Support

The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes: accommodation, childcare, schools, banking, immigration and transport. If you would like further information, please visit <https://www.accommodation.cam.ac.uk/>. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of staff with the costs of relocating to Cambridge.

## Accommodation Service

The University Accommodation Service helps staff, students and visiting scholars who are affiliated to the University in their search for suitable accommodation in Cambridge. The dedicated accommodation team can provide access to a wide range of University-owned furnished and unfurnished properties, and has a database of private sector accommodation available for short and long-term lets. For further information and to register with this free service please visit <https://www.accommodation.cam.ac.uk/>



# What Cambridge can offer

**We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work.**

The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a career break scheme for academic and academic-related staff, with additional flexible working policies for all other staff.

## Pay and benefits

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings. Payroll giving is also a simple, tax-efficient way for employees to make monthly donations to charity.



## CAMbens employee benefits

We offer a CAMbens scheme for University employees, providing access to online and in-store shopping discounts and cashback. With more than 2,000 participating retailers, employees can save money on a wide range of household expenses, from groceries and clothes, to holidays and insurance and much more. A range of local discounts are also available, helping employees to save money whilst also supporting local Cambridge businesses and a CAMbens Cycle to Work salary sacrifice scheme is also available, which enables employees to save money on transport costs. A 10% discount rate on the purchase of train season tickets, bulk buy tickets and an interest free travel to work loan are also available for staff of the University.



# What Cambridge can offer

## Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks full pay and emergency family care support via My Family Care.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high quality holiday Playscheme may be available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here:

<https://www.childcare.admin.cam.ac.uk/>

The Newcomers and Visiting Scholars Group is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people. The Office of Postdoctoral Affairs supports the postdoctoral community within Cambridge. Further details are available here: <https://www.opda.cam.ac.uk/>

## Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. There are many societies in Cambridge catering for almost every taste and interest. Whether you want to take part in a sport, participate in music or drama, pursue a hobby, or join a political group, you will almost certainly find that a society exists for this purpose. The University also hosts the [Cambridge Science Festival](#) and [Cambridge Festival of Ideas](#), as well as [Open Cambridge](#) weekend, which together attract over 50,000 visitors per year. The festivals are a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

## Development opportunities

We support new employees to settle in through various activities. The encouragement of career development for all staff is one of the University's values and we put this into practice through various services and initiatives. Our Personal and Professional Development Department provides development opportunities and courses for all University employees. These include face-to-face sessions, online learning modules and webinars. Employees may also apply for financial support to undertake training that will lead to a qualification. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. The CareerStart@Cam programme also supports employees in assistant staff roles who do not hold higher education qualifications to develop their skills, experience and qualifications.





# How to apply

Applications should be submitted online via the University of Cambridge jobs page [www.jobs.cam.ac.uk](http://www.jobs.cam.ac.uk) by clicking “Apply online” in the job advert. You will need an email address to register for our online system.

Conversations about flexible working are encouraged at the University of Cambridge. Please feel free to discuss flexibility prior to applying (using the contact information below) or at interview if your application is successful.

If you have any queries regarding the application process please email Estates Division HR on [EDR@admin.cam.ac.uk](mailto:EDR@admin.cam.ac.uk)).

The closing date for applications is: 2<sup>nd</sup> October 2024