



FUTURE  
ACADEMIES  
WATFORD  
LIBERTAS PER CULTUM



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## Exam Invigilator Recruitment Pack



## Welcome to Future Academies

Dear Applicant,

Thank you for your interest in the position of Exam Invigilator at Future Academies Watford. I am delighted that you are considering applying for a position at our trust.

This is a great opportunity for a well organised individual to join our team of Examination Invigilators to work on a casual basis during our internal and external exams, mainly February, May, June and November. Candidates must be well organised, confident in dealing with young people and able to remain calm under pressure.

Future Academies Watford is a proud member of Future Academies: A flourishing multi-academy trust, founded with the aim of improving the life chances and raising the aspirations of young people. We offer a rich and stimulating education comprised of a knowledge-rich curriculum, diverse cultural and extracurricular opportunities, and a strong pastoral support system. All children and young people are welcomed in our inclusive community, and all are challenged to be the best they can be.

This ethos is embodied in our Trust values - *Knowledge, Aspiration, and Respect* - and in our motto, *libertas per cultum* ("freedom through education").

Future Academies currently comprises ten schools across London and Hertfordshire. Further information is available on our website [Future Academies - Academies](#).

Future Academies Watford is a flourishing mixed, non-selective secondary school and sixth form based in Watford, Hertfordshire, admitting students from the ages of 11 to 18.

Future Academies Watford is passionate about diversity and inclusivity and welcome applications from applicants with skills and experiences to fulfil the requirements of the job description and whose values and qualities reflect those in the person specification. We encourage applications from applicants regardless of any protected characteristic.

If you think you have the skills, experience and attributes we are looking for, we encourage you to apply and very much look forward to meeting you.

If you would like to discuss the role in more detail, please do not hesitate to contact me via email at [HR@watford.futureacademies.org](mailto:HR@watford.futureacademies.org)

HR Department  
Future Academies Watford

## JOB DESCRIPTION

**JOB TITLE:** Exam Invigilator

**RESPONSIBLE TO:** Exams Manager

**HOURS:** Casual

**SALARY:** £11.59 per hour

Starting salary to be confirmed upon appointment, subject to experience.

**PLACE OF WORK:** Future Academies Watford, Horseshoe Lane, Watford, WD25 7HW.

**RIGHT TO WORK:** This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations will be required in accordance with the statutory guidance

**STAFF BENEFITS:** Future Academies recognises its employees as the most important asset and critical to its success. To demonstrate this all staff are offered the following benefits:

- A supportive ethos and concern for the well-being of all colleagues.
- Excellent CPD opportunities and career progression.
- Employer Contributions to Local Government or Teachers Pension Scheme.
- Cycle to work scheme.
- Employee Assistance Programme.
- Eye Care Voucher scheme.
- Car Benefit Scheme

**PROBATION PERIOD:** The post holder will be required to complete a 6 month probation period

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### Purpose of the role

You will work under the guidance of the Examinations Manager to invigilate exams, set up exam rooms, process exam papers and follow exam regulation. Candidates will need to be flexible to attend on a casual basis and have good availability during examination periods.

To conduct and supervise internal and external examinations for students in a professional manner, ensuring that all JCQ regulatory requirements for the integrity and security of the examination papers and procedures are strictly adhered to during examination sessions.

## MAIN AREAS OF RESPONSIBILITY

Specific responsibilities of an examinations invigilator include:

### Main duties

1. To conduct in accordance with the Joint Council for Qualifications (JCQ), Awarding Bodies and Future Academies Watford instructions.
2. To play a 'key role in upholding the integrity of the external examination/assessment process'. (JCQ ICE 6)

### Before exams

- To report to the exams officer prior to each exam session
- To keep exam papers and materials secure before, during and after exams
- To ensure exam rooms are set out to standard
- To admit candidates into exam rooms
- To identify, seat and instruct candidates in the conduct of their exams
- To distribute the correct exam papers and materials to candidates
- To deal with candidate queries

### During exams

- To supervise candidates at all times and be vigilant throughout exams
- To deal with emergencies or irregularities effectively
- To record/report any disruption or irregularities
- To complete attendance registers during the examination and inform the Examinations Manager of any absentees.
- To know the actions to be taken in the event of an emergency such as an emergency evacuation.

### After exams

- To collect all exam scripts, sort and check against attendance registers
- To dismiss candidates from the exam room in an orderly fashion
- To securely return all exam scripts and exam materials to the Examinations Manager
- To ensure the exam room is left in a tidy condition

### Other

- To attend training, refresher or review sessions as required
- To undertake, where required, other duties requested by the exams officer, for example
  - Supervision of clash students between exam sessions
  - Exam related administrative tasks

## Person Specification

### Personal Characteristics

- Reliable, flexible and readily available during main exam periods
- Effective communication skills and good interpersonal skill
- Work well as part of a team
- A confident and reassuring presence to candidates in exam rooms
- Able to stay calm and diplomatic under pressure
- Able to take ownership of tasks and work with minimal supervision
- Basic IT skills (familiar with use of email, mobile phone messaging etc)
- Able to exercise sound judgement, especially relating to confidentiality and discretion

### Specific Skills

- Good administrative and organisational skills
- Good written and oral skills

### Other

- Commitment to equality of opportunity and the safeguarding and welfare of all students
- This post is subject to an enhanced Disclosure and Baring Service check

## APPLICATION PROCESS

### 1. Applying for the role

To apply for the post, please visit our ETeach website to apply on-line [Careers at Future Academies - London, United Kingdom, SW1V 3AT | schoolrecruiter \(eteach.com\)](https://www.eteach.com/schoolrecruiter)

The application form should be accompanied by a personal statement of suitability of no more than two sides of A4. In the application form and personal statement, applicants should demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.

Applications must be received no later than, **08:00 Wednesday 2<sup>nd</sup> October 2024**. Applications after this date will not be considered.

### 2. Interview Process

The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

### 3. Notification & Feedback

Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.

Unsuccessful candidates will be given the opportunity to receive professional feedback.

### 4. Taking up the post

The successful candidate will take up the post as soon as possible.

### 5. Additional information

For further information please email [HREnquiries@futureacademies.org](mailto:HREnquiries@futureacademies.org) and a member of the HR team will contact you.

### 6. Safeguarding

As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the Trust expects all members of staff and volunteers to share in this commitment. An 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check is required for this role.