

Job Description

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| Job Title | Aircraft Technician - Airframe |
| Reporting to: | MBCC Manager |
| Direct Reports: | No direct reports, supervise Volunteers, as and when required |
| Grade: | Technical and/or Team Supervisory |
| Department/Team: | Collections Services |
| Group: | Content and Programmes |

ABOUT THE RAF MUSEUM

The Royal Air Force Museum is a national museum, a Government non-departmental public body (NDPB) and a registered charity, with two sister sites at London and Cosford. RAF Museum Enterprises Ltd is the trading arm of the RAF Museum with all profits gift-aided to the Museum to support its charitable activities. Our purpose is to share the story of the Royal Air Force - past, present and future, using the stories of its people and our collections, to engage, entertain, inspire and encourage learning. Our overall vision is to inspire everyone with the RAF story – the people who shape it and its place in our lives.

The shared values that guide our planning and behaviour are:

- **INtegrity:** we are open, transparent and ethical
- **Sharing:** we work as a team to ensure our collections and expertise are accessible to all
- **Passion:** we care deeply about sharing our collections and their stories
- **Innovation:** we tell our stories and develop our business with creativity and imagination
- **Relevance:** we ensure our legacy by linking our histories with today and tomorrow
- **Excellence:** we are professional and strive to ensure excellence in all that we do

As an organisation, we aspire to be entrepreneurial, agile and sustainable in our approach, and have agreed five key strategic priorities which will underpin all that we do for the current strategic planning period to 2030:

- Inspiring innovative engagement, debate and reflection
- Connecting with communities and partners
- Inspiring our people within a dynamic, diverse and collaborative culture
- Fit for the future with brilliant basics
- Embedding an entrepreneurial, agile and sustainable approach

Underpinning everything that we do, the Museum has three overarching commitments that inform our insight, business planning and strategy development, these are our:

- **Equity, Diversity and Inclusion Commitment** – we believe that everyone has the right to

live without fear or prejudice regardless of race, age, gender, disability, sexual orientation, social class, religion and belief. We aim to embed a supportive and open culture which is inclusive, positive and fair to all, develop flexible opportunities to encourage engagement with the Museum onsite, offsite and online and celebrate differences.

- **Sustainability Commitment** - we are in a climate emergency, and we are committed to addressing this crisis through our operation and with our audiences. We will operate in an environmentally sustainable way, applying the principles of sustainable development for the benefit of current and future generations, both locally and globally.
- **Health & Wellbeing Commitment** – we are committed to creating an environment where health and wellbeing are actively promoted, where people feel engaged and valued for their contribution. We aim to create a health promoting workplace where people can be themselves, feel their best and perform at their best, so we can deliver an exceptional experience for our visitors.

As a member of the RAF Museum team, you will play an important role in delivering our purpose and achieving our vision, ensuring that the Royal Air Force's story continues to enrich and inspire current and future generations.

The Content and Programmes Group comprises, Collections, Collections Services, Exhibitions and Interpretation, Access and Learning, and Major Programmes. We develop, fundraise for and deliver creative programmes and resources designed to engage and inspire everyone with our collection and RAF stories wherever they are in the world.

Purpose of the Job

- Ensure that objects, notably aircraft and other large mechanical objects, are properly cared for, for the benefit of current and future generations, helping the museum to tell the absorbing RAF story.
- Ensure Collection Care is managed by a range of activities, including conservation, restoration, replication, preventative and anti-deterioration maintenance. This includes objects on display at all RAF Museum locations, and other museums and heritage organisations who have objects on loan from us.
- Support the mentoring of the current welding apprentice through the airframe element of their course.

Key Role Responsibilities

Collections Engineering and Maintenance:

- Ensure that all large artefacts and aircraft are properly cared for, and to only replace and replicate materials and components as a last resort, and under the direction of MBCC Manager and Aircraft Curator.
- Ensure that when carrying out exhibit conservation, restoration and repairs, maintain the high standards required by the RAF Museum set for its collection.
- Undertake aircraft maintenance on the RAF Museum large 3-D collection at Midlands, London
- and Stafford sites, along with objects on loan to other museums.
- Support the MBCC team on the strip, movement and build of aircraft and large objects wherever the MBCC team are working.

- Carry out lifting, slinging and jacking operations in a safe and controlled manner.
- Ensure strict compliance with the Health and Safety at Work Act 1974 and other legislation.
- Report any Health and Safety concerns, security problems and work service defects to the MBCC Manager or Deputy Manager.
- Act as Radiation Protection Supervisor at the Midlands site, to ensure that IRR 2017 regulations are adhered to, for the safety of colleagues and visitors (If not RPS qualified, this is a mandatory requirement for the post and training will be provided within the first 6 months of employment).
- For external aircraft, ensure that they are suitably protected from ingress of water and fauna, ensuring that the aircraft is maintained in a clean and tidy condition.
- Supervise MBCC Volunteers whilst working in the MBCC or display hangars.
- Assist in ordering of tools, materials and equipment and to maintain stock to ensure work tasks run smoothly and do not halt works.
- Correctly maintain all engineering tools and equipment and to ensure that unserviceable equipment is removed from use.
- Liaise with contractors that are undertaking work for the RAF Museum who are operating close to exhibits, to ensure the safety of our Collection.
- Work with other departments at RAF Museum sites to ensure that MBCC tasks do not have a major impact on events or visitor flow.

Collections Care and Conservation

- Support the development of effective, efficient and holistic approaches to Collection Care.
- Carry out surveys and condition reports, as detailed by MBCC Manager to support ongoing tasks/projects.
- Complete other engineering and administrative returns required by the MBCC Manager.

Administration

- Maintain accurate, effective and accessible records for all work.
- Ensure that the workplace is maintained in a safe, secure and tidy condition.
- Carry out monthly monitoring of radiation sources, acting as Radiation Protection Supervisor and advisor for radiation related issues at any of the Museum sites.
- Encourage feedback from teams and other departments to ensure 'lessons learned' from departmental activities are shared with colleagues.

Additional General Responsibilities

Relationships

- Ensure effective communication with all stakeholders, both internally and externally
- Work closely with other departments to deliver museum-wide programmes and objectives
- Cultivate internal relationships that cross team boundaries and demonstrate positive collaboration and problem solving with all team members
- Cultivate external relationships to identify potential new partners
- Build and maintain partnerships with relevant external contacts and stakeholders
- Champion volunteering across the Museum

Budgets and Resources

- Work to reduce operational costs and maximise resources whilst maintaining standards of products and services

Policies and Procedures

- Uphold both the spirit and letter of the Museums Association’s Code of Ethics
- Adhere to Museum policies, procedures and code of conduct, to protect people and the Museum’s reputation, including GDPR, Health and Safety and Safeguarding policies and procedures
- Professionally challenge procedures that do not add value to the Museum
- Comply with health and safety legislation

Personal Responsibilities

- Actively support and demonstrate the Museum’s Values
- Work as part of a team and support colleagues across the Museum
- Protect the reputation of the Museum

General Consideration

- The above job description is not intended to be a comprehensive list of key responsibilities, duties or requirements, and you are expected to carry out any other duties commensurate with the scope and scale of your role.
- The job holder must be prepared to travel between the RAFM sites and other sites in the UK specifically in support of MBCC tasks or projects, staying overnight as required for up to 4 nights in any particular week; this can be for many consecutive weeks.

Person Specification:

The post holder **must** have (and be able to demonstrate) the following core/professional competencies:

| COMPETENCY | DETAILS |
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| Essential technical competencies | <ul style="list-style-type: none"> • Mechanical engineering qualification to technician level • Demonstrable experience in the maintenance, care, restoration, repair, handling, movement and transportation of aircraft and other large objects |
| Communication & Engaging People | <ul style="list-style-type: none"> • Displays enthusiasm around activities, adopting a positive approach when interacting with others, and motivating team members. • Listen to, understand, respect and accept different views, ideas and ways of working • Express ideas effectively, with sensitivity and respect to others. • Give credit and acknowledge contributions of individuals in team. Deal with team performance or behaviour, issues in a timely and suitable way. • Seek effective ways of working with colleagues, team members and other stakeholders, sharing information, knowledge and experience. |
| Decision Making & Problem Solving | <ul style="list-style-type: none"> • Use experience and knowledge of standard practices, procedures or customs to evaluate problems and make appropriate decisions/provide appropriate advice • Deal with unfamiliar situations or issues in an effective manner, understanding when a situation requires reference to a relevant individual. • Take initiative to suggest improvement ideas, sharing with the appropriate people in a constructive manner. • Take ownership of problems in their own area of responsibility. |

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| Delivering Results | <ul style="list-style-type: none"> • Organise own and others' activities to deliver to expected standards and targets, with operational responsibility for a particular area. Shows determination to meet own objectives and priorities and supports team members in doing the same. • Considers and pre-empts situations that may require changes to own or, if applicable, team's priorities, and plans accordingly. • Remains positive and focused on achieving outcomes, despite setbacks. |
| Change, Adaptability & Flexibility | <ul style="list-style-type: none"> • Receptive and/or contributes to new ideas and approaches and adapts accordingly. Has the ability to handle conflicting priorities. • Ensures own or, if applicable, team, uncertainties around any proposed changes are promptly and constructively raised with the appropriate people/person. • Demonstrates an understanding of the need for change and adapts activities and approaches to successfully support the change. |
| Professional Excellence | <ul style="list-style-type: none"> • Demonstrates the appropriate level of technical and/or professional knowledge to fulfil the requirements of the role. • Demonstrates pro-activity in seeking opportunities to develop skills, knowledge and experience within own area. • Willingness to take on new opportunities and activities to expand experience, skills and expertise. |
| Strategy & Leadership | <ul style="list-style-type: none"> • Understand the Museum's purpose, vision and strategic objectives, and how their own role, their team and other teams within the Museum, supports their achievement. • Positively influence and motivates other, building trust and co-operation within and between teams. |

The following are desirable:

| COMPETENCY | DETAILS |
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| Additional competencies | <ul style="list-style-type: none"> • Demonstrable experience within a museum or heritage environment • Health and Safety at Work qualifications relating to engineering |

Date updated: 26/03/2026 Updated by: Darren Priday Approved by: Kam Sandhu-Patel