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| --- | --- | --- | --- | --- | --- |
|  | Essential | Desirable | Assessed via |  |  |
| **Qualifications** | | | | | |
| GCSE pass grade C or above (or equivalent) in maths, English and ICT | 🗸 |  | Application form and interview  Certificates checked at interview |  |  |
| A degree in Computer Networking, a Microsoft Certificate System Engineer (MCSE) or an equivalent qualification). |  | 🗸 |  |  |
| **Experience** | | | | | |
| Experience of leading and managing a team of IT professionals. This includes day to day management, team organisation and continual professional development. |  | 🗸 | Application form |  |  |
| Experience of managing a large network, preferably within an educational environment. | 🗸 |  | Application form |  |  |
| **Knowledge and Skills** | | | | | |
| Expertise in deploying and/or managing network hardware and services, including (but not limited to);   * LAN configuration, IP addressing and VLAN management * Servers * Switches and switch configuration * Internet connectivity and associated hardware/services * Office365 | 🗸 |  | Application form |  |  |
| Working knowledge of most or all of the following:   * Managed wired and wireless networks, VLAN structures, SSID management * Firewall and web filtering * Mobile device management and BYOD * Virtual Learning Environment * Microsoft Exchange and Office365 * Virtual server environment management (Hyper-V, VMWare etc) * Active Directory / Group Policy * Deployment of device images using a variety of software * Data backup management software | 🗸 |  | Application form |  |  |
| **Role specific** | | | | | |
| Effective and persuasive communicator both verbally and in writing, with the ability to communicate complex messages to different groups, particularly non-technical staff, using a variety of methods. | 🗸 |  | Interview |  |  |
| Clear understanding of the required professional standards such as data protection, network security and back-up procedures as well as knowledge of new IT trends and an awareness of how these can be utilised within a school environment. | 🗸 |  | interview |  |  |
| Ability to problem solve and provide solutions to any problems relating to IT, media and communications technology. | 🗸 |  | interview |  |  |
| Ability to manage new IT initiatives in the school and to develop solutions within existing parameters to improve the functioning of the IT network | 🗸 |  | Interview |  |  |
| Understands safeguarding procedures relating to the role and has a commitment to promoting the welfare and safeguarding of children and young people. | 🗸 |  | interview |  |  |
| **Personal Qualities** | | | | | |
| The candidate is willing to put our students needs at the centre of all they do at work. | 🗸 |  | interview |  |  |
| Excellence record in both attendance and punctuality. Not in Management of Absence process. | 🗸 |  | Reference |  |  |
| Able to work well with a strong, highly experienced senior management team. | 🗸 |  | Interview  task |  |  |
| The ability to challenge, support, inspire and develop staff. | 🗸 |  | interview |  |  |
| A willingness to get stuck in and help colleagues at all times; takes a very direct and hands-on approach to work where appropriate – unafraid to step in to achieve outcomes. | 🗸 |  | Interview |  |  |
| A commitment to your own continued professional development and that of the team you will lead. | 🗸 |  | Interview |  |  |
| An excellent communicator, both in person and in writing, with highly developed interpersonal skills and emotional intelligence. | 🗸 |  | Interview |  |  |
| Resilient. Able to meet demands of a challenging high pressured environment and deal with emergencies when required | 🗸 |  | interview |  |  |
| Positive, proactive, and flexible with a ‘can do’ attitude. | 🗸 |  | interview |  |  |
| Physically able to undertake all aspects of the role | 🗸 |  | interview |  |  |
| A great attention to detail, and rigorous approach in all matters. | 🗸 |  | interview |  |  |
| Well-groomed and presented in line with requirement of the role. | 🗸 |  | interview |  |  |
| A Commitment to ensure services are equally accessible and appropriate to the diverse needs of the service users. | 🗸 |  | interview |  |  |