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| **IT Technician** - **Person Specification** |

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| **Education and Qualifications** | **Criteria** | **Assessment** |
| English and Mathematics GCSE or equivalent | **E** | **A** |
| Degree or other higher education equivalent | **D** | **A** |
| Appropriate professional or vocational qualification | **D** | **A** |
| Commitment to personal/professional development | **E** | **A/I** |

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| **Experience** | **Criteria** | **Assessment** |
| Day to day operations of complex ICT systems | **E** | **A/I** |
| Practical experience of working in a medium/large organisation | **D** | **A/I** |
| Experience of working in a customer facing environment | **E** | **A/I** |
| Working in an educational organisation | **D** | **A/I** |

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| **Knowledge and Understanding** | **Criteria** | **Assessment** |
| Network infrastructure  | **E** | **A/I** |
| Security and data protection methodology | **E** | **A/I** |
| Provision of IT support in an educational setting | **D** | **A/I** |
| Knowledge of Health & Safety matters pertinent to ICT equipment and installations | **E** | **A/I** |

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| **Skills and Attributes** | **Criteria** | **Assessment** |
| Ability to establish good working relationships and effective teamwork | **E** | **I** |
| Willingness to be proactive around school identifying and completing necessary jobs | **E** | **I** |
| Ability to establish good working relationships and effective teamwork | **E** | **I** |
| Good oral and written communication skills  | **E** | **I** |
| Flexibility  | **E** | **I** |
| Ability to multi-task and prioritise  | **E** | **A** |
| Ability to work under pressure | **E** | **A/I** |
| Excellent organisational skills  | **E** | **A/I** |
| An appreciation of the role that technical support plays in the students’ achievement of learning goals  | **E** | **A/I** |
| Ability to generate ideas and drive initiatives | **E** | **A/I** |

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| **Personal Qualities** | **Criteria** | **Assessment** |
| Highly motivated  | **E** | **I** |
| High expectations of students and colleagues | **E** | **I** |
| Enthusiastic and committed | **E** | **I** |
| A forward-thinking approach | **E** | **I** |
| A passion for technical systems | **E** | **I** |
| Excellent interpersonal skills | **E** | **I** |
| Display calmness under pressure | **E** | **I** |
| Ability to be reflective and self-critical | **E** | **A/I** |
| Charismatic – Having a presence  | **E** | **I** |
| **Criteria Key** | **Assessment Key** |
| **E** | Essential | **A** | Application Form |
| **D** | Desirable | **I** | Interview |