



The CAM Academy Trust
IT Project & Infrastructure Lead
Candidate information pack



WELCOME FROM THE CHIEF EXECUTIVE

Thank you for your interest in joining The CAM Academy Trust. It's a great time to join our team, as we enter an exciting phase of development and look to the future.

I feel highly privileged to lead our trust at this time. Our five year strategy – CAM30 – sets out our roadmap to becoming a truly exceptional family of schools.



We are a values-driven trust – our six principles underpin all that we do – and we're committed to excellence. As a teacher myself, and someone who has benefited hugely from an education, I absolutely believe in the transformational power of what we do in schools. This is particularly important for our most vulnerable young people, those who could become marginalised and not reach their potential due to their background or learning needs. It is up to us to make sure that doesn't happen.

Vibrant learning communities are built when pupils of all abilities and backgrounds thrive together, and a truly excellent education enables choice and agency for all children. This is at the heart of our comprehensive principle.

We want people on our team who are excited by the prospect of having a deep and lasting impact on the lives of young people. We want people who are honest, curious, intellectually rigorous and committed to the challenges and opportunities of innovation and collaboration. We also want people who are committed to contributing to the wider education system.

As Chief Executive, I am committed to raising standards for young people, in a sustainable way through a strong MAT operating model and an insistence on excellence whilst understanding that schools need to retain their unique identity so they can be at the heart of their communities. I also know that investing in all our people is critical to success. It is our leaders, teachers and school staff that make the difference for children every day.

Join our team and we will work together to deliver 'excellence for all', enabling all pupils and staff to thrive and be successful. If this excites you; we want to hear from you!

Claire Heald

ABOUT US

The CAM Academy Trust was established in 2011 and currently comprises twelve primary schools and five secondary schools, four of which include sixth forms. In January 2026, ACES Academies Trust - a Huntingdon-based multi-academy trust - merged with CAM, adding five additional schools to our family.

Our primary schools are Cromwell Academy, Everton Heath Primary School (just inside Bedfordshire), Gamlingay Village Primary, Godmanchester Bridge Academy, Godmanchester Community Academy, Jeavons Wood Primary School, Offord Primary School, Hartford Infant and Pre-School, Hartford Junior School, Harston and Newton Primary School, Spaldwick Primary School and Thongsley Fields Primary and Nursery School. Bourn Primary Academy joined as the first Associate Member in 2021.

Our secondary schools are: Comberton Village College (and Sixth Form), Cambourne Village College (and Sixth Form), Hinchingsbrooke School, Melbourn Village College and St Peter's School (and Sixth Form).



The CAM Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful candidates will be subject to an enhanced DBS check, barred list check and a medical questionnaire.

ABOUT US

Continued

Teacher training (CTSN)

The CAM Academy Trust supports the training of new teachers to become qualified members of the teaching profession. We do this through our SCITT (CTSN).

As a school-based provider of initial teacher training, CTSN SCITT is very much grounded in the life of its local schools and its tutors are experienced practising teachers drawn from, not only CAM Academy Trust schools, but also a wide network of schools across the region.

Our SCITT has a strong regional reputation.

Maths Hub

The CAM Academy Trust is proud to be the base for the [Cambridge Maths Hub](#) which is promoting excellence in maths teaching across Cambridgeshire, as well as Peterborough, West Suffolk, King's Lynn and West Norfolk.

The Hub supports teachers to improve educational standards for students in our region from the youngest child in Early Years to Post-16.

The Cambridge Maths Hub offers free, high-quality professional development to maths teachers across the Hub area.

The Cabins

Our Cabin provisions are attached to four of our schools. The Cabins provide autistic students with an opportunity to be educated in mainstream settings.

We set high expectations for students but provide expert support from highly skilled and caring staff.

All our cabins strive to ensure that every pupil attains the highest possible academic achievement and offer high levels of pastoral support.



THE VACANCY

Salary: NJC Scale PO1 Points 27 to 30 (£38,220 - £40,777 per annum FTE). Actual salary £38,220 per annum on point 27.

Contract: Fixed Term Contract for 18 months. 37 hours per week. 52 weeks per year.

Start date: 1 June 2026

Place of work: Hybrid working (office base to be agreed across Trust locations)

We are seeking an experienced and motivated Project and Infrastructure Lead (IT Networks) to join our central IT team on a fixed-term basis.

This is a key role focused on delivering high-quality IT infrastructure and projects across the Trust. You will lead on the design, implementation, and improvement projects, helping to ensure our systems are secure, resilient, and fit for the future.

Working closely with the IT Operations Manager, you will combine strong technical expertise with project delivery skills to successfully deliver infrastructure improvements across multiple sites.

What you will be doing

- Leading IT infrastructure and projects from planning through to delivery
- Designing and implementing network solutions (LAN, WAN, VPN, Wi-Fi) across multiple locations
- Improving the performance, security, and reliability of network services
- Supporting the transition of projects into live operational environments
- Acting as a technical specialist for infrastructure and network-related work
- Working with internal teams and external suppliers to deliver successful outcomes

What we are looking for

We are looking for someone who:

- Has strong experience in IT infrastructure and networking
- Has delivered technical projects or large-scale implementations
- Has excellent problem-solving and troubleshooting skills
- Can communicate clearly with both technical and non-technical stakeholders
- Is organised, proactive, and able to manage multiple priorities
- Is committed to delivering high-quality, reliable IT services

Why join us?

- Opportunity to lead impactful infrastructure projects across a growing organisation
- Work within a supportive and forward-thinking IT team
- Play a key role in shaping and improving IT services
- Access to professional development opportunities
- Hybrid working arrangements

For further details on our Trust and schools please visit our website [The Cam Academy Trust – A family of schools in Cambridgeshire and Bedfordshire, educating young people from 3-18](#)

HOW TO APPLY

To apply for this position, please submit your completed application form with supporting statement on [MyNewTerm](#).

Your supporting statement should demonstrate how your career to date has prepared you for this post and be no longer than two sides of A4.

Applications will only be accepted from applicants completing the application form in full. Please note that we do not accept CVs.

Interviews will be offered to those applicants who best demonstrate how their skills, abilities and experience meet the person specification, taking into consideration the job description.

We reserve the right to interview and appoint within the application window. With this in mind, we encourage you to apply as soon as possible.

If you have any questions about this role, please contact the Recruitment team on recruitment@catrust.co.uk.

Closing date: 09.00 on Monday 27th April 2026

Interviews to be held: Friday 1st May 2026

Thank you for your interest in The CAM Academy Trust.



JOB DESCRIPTION

Salary:

NJC Scale PO1 Points 27 to 30 (£38,220 - £40,777 per annum FTE). Actual salary £38,220 per annum on point 27.

Line of responsibility:

The IT Project & Infrastructure Lead is directly responsible to the IT Operations Manager.

Strategic purpose:

The Project and Infrastructure Lead is responsible for leading the delivery of key IT infrastructure and network projects across the organisation, ensuring that systems are modern, secure, and fit for purpose.

The role combines hands-on technical expertise with project leadership, with a particular focus on network infrastructure, connectivity, and associated systems. The postholder will play a critical role in delivering infrastructure improvements and supporting the wider IT strategy through effective project execution and technical implementation.

Working within the IT operations function and reporting to the IT Operations Manager, the role will ensure that infrastructure projects are delivered to a high standard, on time and within scope, and are successfully transitioned into live service.

The **primary aims** of the post are:

- To lead and deliver IT infrastructure and network-related projects
- To improve the resilience, security, and performance of network services
- To support the development and implementation of infrastructure standards
- To ensure effective transition of projects into operational support
- To provide specialist technical expertise in networking and infrastructure

Organisational relationships

- Responsible to the IT Operations Manager
- Works closely with IT Operations team, Service Delivery, and project stakeholders
- Liaises with suppliers, contractors, and external partners
- Engages with school and central teams to support project delivery

In addition to the responsibilities described, to carry out any other duties of a similar nature at the reasonable request of the central education team.

The job description will be subject to regular review and any changes will be made in consultation with the post holders. The aim will always be to reach agreement on any changes, but if agreement is not possible, the trust reserves the right to make the changes following consultation.



Six core principles

At the heart of our work lie the six core principles of The Cam Academy Trust. These drive everything that we do.



EXCELLENCE

We insist on the very best. This means setting out a clear entitlement to excellence for all our young people. For us, excellence comes from the highest standards of curriculum, teaching and pupil support. We adopt a mindset that keeps us striving for better.



COMPREHENSIVE EDUCATION

We are proud to educate pupils of all abilities, backgrounds and needs. Inclusive schools are vibrant communities, that are richer for their diversity. We value fairness and social equity.



BROAD EDUCATION

Our pupil entitlement offers more than just academic success. A broad education develops confidence, creativity and character. The wider experience and opportunities offered in our schools mean that our pupils have more choice and agency.



COMMUNITY

We prioritise our civic duty. Our schools are at the heart of their local communities. We draw on the best that our local area has to offer and work with community leaders to help our schools thrive.



PARTNERSHIP

Together we achieve more than we can alone. We deeply value the partnership we have with our families. CAM plays an active role in our communities, our region and the wider education system. We share, and build connections to help make the system better.



INTERNATIONAL

We think beyond borders; we value diversity. We prepare pupils to thrive in a global society, promoting cultural understanding and awareness of the wider world.

JOB DESCRIPTION continued

Project Delivery	<ul style="list-style-type: none"> • Lead the planning and delivery of infrastructure and network projects across the Trust • Take ownership of project timelines, deliverables, risks, and dependencies • Ensure projects are delivered in line with agreed scope, quality standards, and objectives • Provide technical leadership within projects, ensuring best practice design and implementation • Work collaboratively with stakeholders to define requirements and success criteria • Support prioritisation of infrastructure projects in line with organisational needs • Provide clear reporting on progress, risks, and outcomes to the IT Operations Manager
Infrastructure & Networking	<ul style="list-style-type: none"> • Design, implement, and maintain network infrastructure, including LAN, WAN, Wi-Fi, VPN and connectivity solutions • Ensure network services are secure, reliable, and performant across all sites • Support the standardisation of infrastructure across the organisation • Contribute to infrastructure lifecycle management, including upgrades and replacements • Ensure robust configuration, documentation, and asset management practices • Support cloud and hybrid infrastructure where relevant to network delivery
Operations & Service Transition	<ul style="list-style-type: none"> • Ensure successful handover of projects into live service, including documentation and support models • Work closely with IT Operations and Service Delivery teams to embed new systems • Provide third-line support for complex infrastructure and network issues where required • Act as an escalation point for project-related technical challenges • Ensure monitoring, resilience, and backup considerations are built into all solutions
Security & Compliance	<ul style="list-style-type: none"> • Ensure infrastructure and network designs align with cyber security best practice • Support implementation of security controls across network environments • Contribute to risk assessments, audits, and compliance activities • Ensure secure configuration and management of network devices and services

	<ul style="list-style-type: none"> • Support incident response and remediation activities where required
Organisation	<ul style="list-style-type: none"> • To ensure that deadlines are met. • To ensure the accuracy of all information. • Organising and prioritising own work to the successful achievement of objectives.
Communication	<ul style="list-style-type: none"> • To act as a role model for the department and wider central trust team. • Communicate effectively with technical and non-technical stakeholders • Translate technical solutions into clear, accessible language • Provide clear updates during project delivery and implementation phases • Build strong working relationships across schools and central teams
Wider contribution	<ul style="list-style-type: none"> • Work in line with the Trust's six core principles. • Actively contribute to Trust-wide strategy through operational insight and feedback. • Support a strong culture of safeguarding in line with Trust policies and procedures. • Take professional ownership of the role, managing priorities to achieve agreed objectives. • Commit to ongoing professional and personal development. • Undertake such other duties as reasonably correspond to the post.
Personal development	<ul style="list-style-type: none"> • Maintain excellent subject expertise and awareness of the latest, evidence informed practice • Engage in regular professional learning and reading. • Engage positively in the Trust's arrangement for performance management and professional growth.
Safeguarding & Compliance	<ul style="list-style-type: none"> • Adhere to safeguarding policies and procedures. • Demonstrate commitment to safeguarding and promoting the welfare of children, young people, and vulnerable adults. • Comply with health and safety policies, organisational statements, and procedures, undertake to report any incidents, accidents, hazards and to take a proactive approach to health and safety matters in order to protect both yourself and others.
Advocacy and influence	<ul style="list-style-type: none"> • To represent the trust positively, acting as an important ambassador. • Engage with suppliers to ensure high-quality delivery and value for money • Contribute technical expertise to wider IT planning and decision-making • Promote best practice in infrastructure and network design across the Trust.

PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Qualification and Experience		
5 GCSE'S including English and Maths to Grade C or equivalent	X	
Proven experience delivering IT infrastructure or network projects	X	
Proven experience working in a user facing support role	X	
Strong hands-on experience with networking technologies (e.g. switching, routing, wireless)	X	
Experience implementing and supporting enterprise infrastructure environments	X	
Experience working in a project delivery or technical implementation role	X	
Experience troubleshooting complex infrastructure or network issues	X	
Experience working within education, public sector, or multi-site organisations		X
Relevant certifications (e.g. networking, infrastructure, or cloud technologies)		X
Experience with Microsoft cloud technologies (e.g. Azure, M365, networking)		X
Experience working with Cisco Meraki infrastructure		X
Experience with site-to-site connectivity		X
Experience of structured project methodologies		X
Knowledge and Interpersonal Skills		
Strong understanding of network design, security, and performance optimisation	X	
Good knowledge of infrastructure technologies (on-premise and/or cloud)	X	
Understanding of cyber security principles in infrastructure design	X	
Ability to manage multiple projects and priorities effectively	X	
Strong problem-solving and analytical skills	X	
Excellent communication and stakeholder engagement skills	X	
Ability to work independently and as part of a team	X	
High level of organisation and attention to detail	X	
A passion for IT and supporting users	X	
Positive, "can-do" attitude	X	
Willingness to learn and develop technical skills	X	
Reliable and punctual	X	
Calm and professional approach when dealing with issues	X	
Team player with a flexible approach to work	X	
Full UK driving licence and car with business use to travel between sites	X	
Understanding of ITIL or service management practices		X
Knowledge of safeguarding and data protection considerations in schools		X
Experience supporting infrastructure standardisation across multiple site		X
Experience working with educational software and MIS's		X

The CAM Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful candidates will be subject to an enhanced DBS check, barred list check and a medical questionnaire.

BENEFITS

We offer the following benefits, designed to promote your wellbeing and make your time with The CAM Academy Trust satisfying and rewarding.

Core benefits

- Paid leave – enhanced sick pay, maternity pay, and adoption leave pay (linked to service) and paid leave for unforeseen personal situations.
- Pension – a generous pension scheme.
- Death in service payment – lump sum payment and an ongoing pension for your partner & children (subject to conditions & membership of our pension scheme).

Health and wellbeing

- Employee counselling and support – free, independent 24/7 help and advice for work related issues, as well as problems affecting your home life.
- Environment – good working environment with excellent facilities.

Professional development

- Professional development – full and part-funded training courses and a wide range of learning opportunities available to all staff.

Employee discounts

- Car parking – free and on-site.
- Hot drinks – tea & coffee making facilities provided.
- Cycle-to-work scheme – save £££ on a new bike and accessories.

Work-life balance

- Flexible working – all staff can make a request to work flexibly.



The CAM Academy Trust

Head Office | Cambourne Village College
Sheepfold Lane | Cambourne | CB23 6FR

info@catrust.co.uk

www.catrust.co.uk