



The CAM Academy Trust
Third-line Cloud Specialist
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!

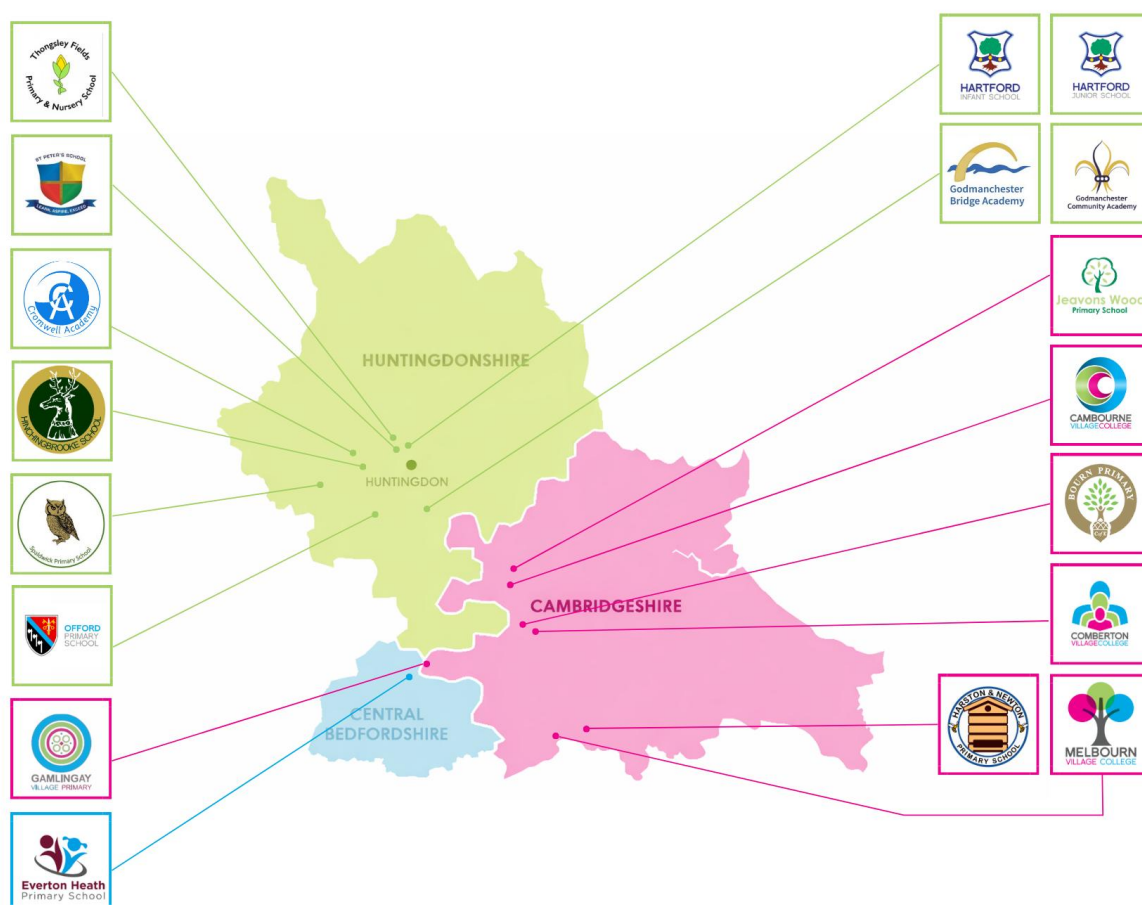
Claire Heald

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), Hinchingbrooke 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 SO2, points 26 to 28 - £37,280 - £39,152 per annum.

Contract: Permanent. 37 hours per week. 52 weeks per year.

Start date: September 2026 or as soon as possible

Place of work: Hybrid – office base in either South Cambridgeshire or Huntingdon, with travel across trust schools

Help shape the future of technology in education

At The CAM Academy Trust, technology is central to delivering an exceptional education. With over 13,500 users across our family of schools, we are investing in modern, secure and innovative digital services that enable teaching, learning and collaboration.

Having successfully transformed our infrastructure into a cloud-first environment, we are now looking for an experienced Cloud Specialist to help us take the next step.

This is an exciting opportunity to become one of our senior technical specialists, taking ownership of our Microsoft Azure and Microsoft 365 environments while helping to develop the future of device management, automation and cloud services across the Trust.

About the role

Working within our central IT operations team, you will provide expert third-line support and technical leadership across Microsoft Azure, Microsoft 365, Intune and endpoint management technologies.

You'll ensure our cloud infrastructure remains secure, resilient and high performing, whilst supporting major technology projects and mentoring colleagues as the escalation point for complex cloud and infrastructure issues.

This is a varied role where no two days are the same. One day you could be implementing new Azure services or developing PowerShell automation, and the next supporting a Trust-wide technology rollout or helping resolve a complex infrastructure issue.

We're looking for someone who has:

- Strong experience administering Microsoft Azure and Microsoft 365.
- Expertise in Microsoft Intune, Windows Autopilot and modern endpoint management.
- Excellent knowledge of Microsoft Entra ID and Windows Server technologies.
- Experience with software deployment, patch management and automation using PowerShell.
- A proactive approach to problem solving and continuous improvement.
- Excellent communication skills with the ability to explain technical concepts to non-technical colleagues.

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- A passion for using technology to improve services and deliver positive outcomes for schools.

Why join The CAM Academy Trust?

You'll be joining a forward-thinking organisation where technology is recognised as a strategic enabler rather than simply a support service.

Our IT team works collaboratively across a diverse family of schools, delivering innovative solutions that make a real difference to staff and pupils every day. You'll have the opportunity to work with modern cloud technologies, contribute to ambitious Trust-wide projects and continue developing your technical expertise within a supportive and highly skilled team.

In return we offer:

- A hybrid working environment.
- Opportunities for professional development and Microsoft certifications.
- A collaborative and supportive IT team.
- Access to our employee wellbeing and benefits package.
- The opportunity to help shape technology across one of the region's leading Multi Academy Trusts.

If you're passionate about cloud technologies, enjoy solving complex technical challenges and want to make a genuine impact across education, we'd love to hear from you.

The CAM Academy Trust is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be subject to an Enhanced DBS check and satisfactory pre-employment checks.

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 Luke Burton, IT Operations Manager on lbarton@catrust.co.uk.

Closing date: 12 noon on Monday 17th August 2026

Thank you for your interest in The CAM Academy Trust.



JOB DESCRIPTION

Salary:

NJC Scale SO2, points 26 to 28 - £37,280 - £39,152 per annum.

Line of responsibility:

The Cloud Specialist is directly responsible to the IT Operations Manager.

Strategic purpose:

The Cloud Specialist is responsible for the operational management, optimisation and continual development of The Cam Academy Trust's Microsoft cloud environment, endpoint management platforms and remaining server infrastructure.

Working as part of the central IT Operations team, the postholder provides expert third-line technical support and leadership across Microsoft Azure, Microsoft 365, Intune, SCCM and Windows endpoint management. The role is responsible for ensuring cloud services are secure, resilient and efficiently managed while supporting the Trust's cloud-first strategy.

The Cloud Specialist acts as the technical escalation point for cloud and infrastructure-related incidents, supports the delivery of strategic IT projects and contributes to the ongoing development of modern device management and automation across the Trust.

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

- To maintain secure, reliable and resilient cloud infrastructure across the Trust.
- To lead the administration and optimisation of Microsoft Azure and Microsoft 365 services.
- To provide specialist third-line support for cloud, server and endpoint technologies.
- To develop modern endpoint management through Intune, Autopilot and automation.
- To support the successful delivery of cloud infrastructure projects and technology improvements.

Organisational relationships

- Responsible to the IT Operations Manager.
- Works closely with the Network Specialist, Cyber Security Engineer, Service Delivery Manager and wider IT teams.
- Provides technical guidance and escalation support to second-line technicians.
- Works collaboratively with suppliers and third-party partners.
- Liaises with school leaders and staff where specialist technical support is required.

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

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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 partnerships 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

Cloud Infrastructure	• Administer, develop and maintain the Trust's Microsoft Azure environment. • Manage Microsoft 365 services including Entra ID, Exchange Online and associated cloud services. • Ensure cloud infrastructure remains secure, resilient and aligned with best practice. • Monitor Azure performance, availability and cost optimisation. • Support the ongoing migration from remaining on-premises infrastructure to cloud services.
Endpoint & Device Management	• Manage Microsoft Intune, Windows Autopilot and endpoint configuration. • Develop and maintain operating system deployment solutions. • Manage software packaging, deployment and patch management. • Create and maintain automation and remediation scripts using PowerShell and Microsoft technologies. • Maintain SCCM where required during transition to modern management.
Infrastructure Operations	• Maintain remaining on-premises Windows Server infrastructure. • Monitor infrastructure health using Azure Monitor, Azure Arc and other management platforms. • Review and implement Microsoft and DfE security recommendations where appropriate. • Maintain backup, disaster recovery and infrastructure resilience. • Support lifecycle management of infrastructure and endpoint devices.
Third-Line Support	• Act as the Trust's specialist escalation point for Azure, Microsoft 365, server and endpoint issues. • Investigate and resolve complex technical incidents. • Support second-line engineers with technical expertise and mentoring. • Produce technical documentation and maintain operational standards.
Project & Continuous Improvement	• Support implementation of Trust-wide technology projects. • Assist the IT Operations Manager in delivering infrastructure improvements. • Identify opportunities to simplify, automate and improve IT services. • Contribute technical expertise to project planning and service transition activities.
Communication	• Communicate technical issues clearly to both technical and non-technical colleagues. • Provide timely communication during incidents, planned maintenance and service outages.

	• Build positive relationships with schools, suppliers and internal stakeholders.
Wider contribution	• 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	• 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	• 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	• Be an advocate for the Trust externally and across our schools. • Be outwards facing and see opportunities for positive influence and external partnership and networking.

The CAM Academy Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance (via the Disclosure and Barring Service) in line with the need to create and maintain a safe culture.

PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Qualification and Experience		
5 GCSE'S including English and Maths to Grade C or equivalent	X	
Significant experience administering Microsoft Azure and Microsoft 365.	X	
Experience managing Virtual Machines in Microsoft Azure.	X	
Experience managing Microsoft Intune and Windows Autopilot.	X	
Strong knowledge of Microsoft Entra ID and identity management.	X	
Experience administering Windows Server technologies.	X	
Significant experience maintaining and troubleshooting Group Policy.	X	
Strong experience with SCCM, software packaging and deployment.	X	
Strong experience with operating system deployment and patch management.	X	
Strong understanding of endpoint security and modern device management.	X	
Experience creating PowerShell scripts and automation.	X	
Microsoft Azure certifications (AZ-104, AZ-305, AZ-800 or similar).		X
Microsoft 365 certification.		X
Experience working within education or a Multi Academy Trust.		X
Experience migrating infrastructure from on-premises to Azure.		X
Experience managing storage accounts in Azure.		X
Experience in managing Virtual Networks in Azure.		X
Experience managing Microsoft Entra Connect.		X
Experience with Apple School Manager and MDM solutions.		X
Experience of Azure Arc and Azure Automation.		X
Experience integrating MIS platforms with Microsoft services.		X
Experience managing Azure cost optimisation.		X
ITIL qualification or equivalent.		X
Knowledge and Interpersonal Skills		
Excellent communication and stakeholder management skills.	X	
Strong analytical and troubleshooting skills.	X	
Ability to manage competing priorities across multiple schools or sites.	X	
Strong organisational skills and attention to detail.	X	
Ability to work calmly and effectively under pressure.	X	
Ability to demonstrate a professional, confident and 'can do' attitude.	X	
Professional approach.	X	
Full driving licence and car with business use to travel between sites.	X	

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Our People Entitlement

Our work in schools is to help every child develop and reach their potential. The same applies for our people – we want every CAM colleague to feel backed and invested in.

Our offer includes:

- Free and fast access to online GP appointments
- An Employee Assistance Programme through Perkbox, including counselling, wellbeing support, a health and fitness app and shopping discount scheme
- Professional supervision made available for all colleagues in pastoral roles, so everyone feels they have the support they need through challenging experiences
- Regular workload reviews
- Regular communication and updates so colleagues stay informed and connected
- A Teaching & Learning and Inclusion portal, where key documents and resources are shared across the organisation to support collaboration
- A generous pension scheme together with free legal and financial advice, including mortgage support
- A focus on recognition: Long Service and Community Awards, celebrating the brilliant work that people do, day in day out
- Signposting to the Blue Light Card discount scheme, available for all eligible colleagues

Flexibility

We believe that flexibility should be part of working life wherever it can be, recognising that different roles and different people have different needs.

Our approach includes:

- A strong commitment to flexible working at all levels, including term-time only roles, part-time working and flexible patterns for both teaching and non-teaching colleagues wherever operationally feasible
- A commitment to allowing remote working as standard for teaching staff during PPA time where operationally appropriate
- Access to the Maternity Teacher/Paternity Teacher programme, providing fully funded professional development and coaching for colleagues with children aged 0–5

Professional development

We invest in our people because great schools are built by colleagues who continue to learn and develop at every stage of their career. We offer a range of opportunities for professional development and growth for both teaching and non-teaching staff. They include:

- A high-quality leadership development programme. This includes a bespoke programme for aspiring principals and a future leaders' programme open to anyone who has ambitions to become a leader, both for teaching and non-teaching colleagues
- Trust-wide professional networks to enable colleagues to collaborate, share expertise and shape strategic priorities
- A comprehensive leadership induction programme for new leaders
- A personalised development plan as part of the appraisal cycle
- Training on the use of AI and investment in AI to support functionality in schools
- Additional INSET opportunities that enable all colleagues, including support staff, to access professional learning
- Mentoring, coaching and shadowing opportunities to support career development
- A strong commitment to apprenticeship training, providing structured opportunities for non-teaching staff to gain recognised qualifications, develop specialist expertise and progress their careers within CAM



The CAM Academy Trust

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

info@catrust.co.uk

www.catrust.co.uk