



**The CAM Academy Trust**

**Head of IT**

**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!

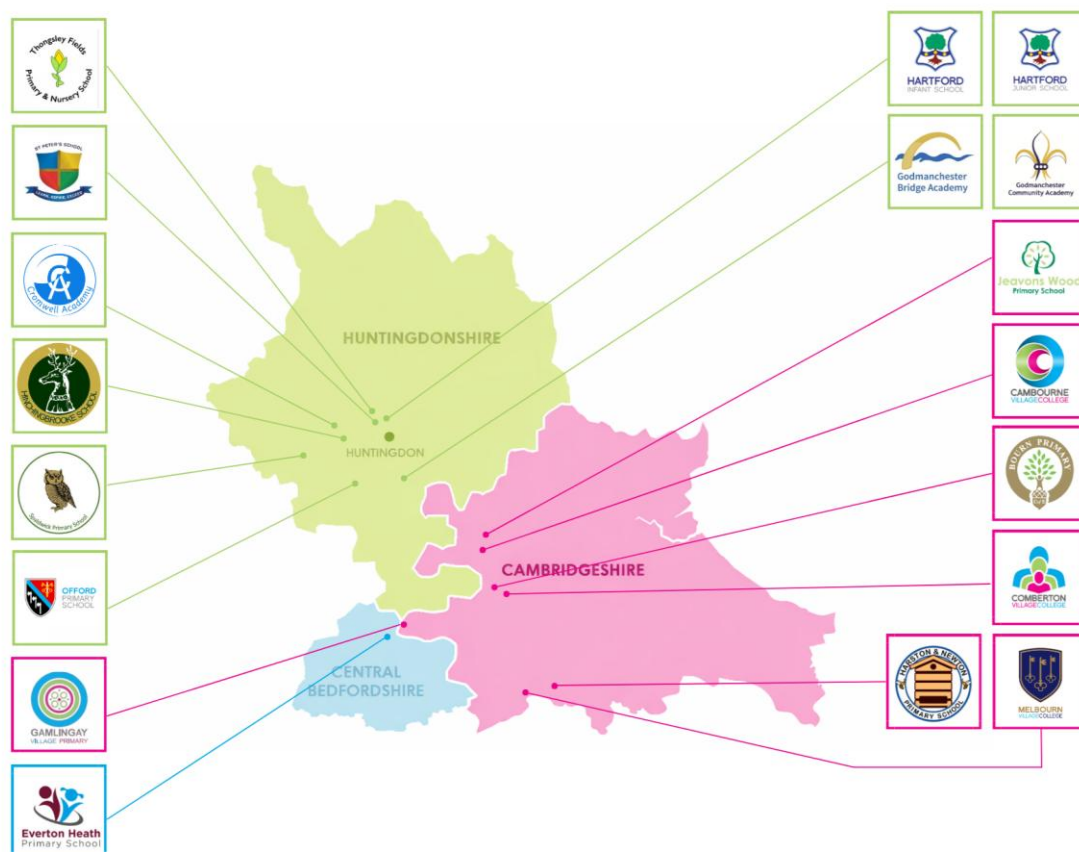
**Claire Heald**

## 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).





# 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:** Leadership Scale L7 to L11 - £61,145 to £66,368 per annum (negotiable dependent on experience)

**Contract:** Permanent and full time, 37 hours per week, 52 weeks a year

**Start date:** March 2026

**Place of work:** Hybrid (South Cambridgeshire/Huntingdon)

We're looking for an experienced Head of IT to lead IT strategy and transformation across The CAM Academy Trust. You'll shape our IT vision, deliver major projects, and ensure robust cyber security for an organisation of over 13,000 users.

### **What we are looking for**

You'll bring senior IT leadership experience in a complex, multi-site organisation, strong knowledge of cyber security and compliance, and a proven track record in delivering IT strategies and projects. Excellent leadership and communication skills are essential. Desirable: Education sector experience, IT/project management qualifications

For further details on our schools please visit our website [Home Page - The Cam Academy Trust](#)

## HOW TO APPLY

To apply for this position, please submit your completed application form with supporting statement to Suzie Sharp, Director of Communication and Partnerships 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 Suzie Sharp on [ssharp@catrust.co.uk](mailto:ssharp@catrust.co.uk).

**Closing date: 09.00 on Monday 2<sup>nd</sup> February 2026**

**Interview date: w/c 9<sup>th</sup> February 2026**

Thank you for your interest in The CAM Academy Trust.





# JOB DESCRIPTION

**Salary:**

L7-11 (£60,145- £66,368)

**Line of responsibility:**

This role reports to the Director of Communications & Partnerships

**Strategic purpose:**

The Head of IT provides strategic leadership for all aspects of digital and information technology across the Multi Academy Trust (MAT). The postholder is responsible for setting and delivering the Trust's IT strategy, ensuring high standards of service, leading transformation projects, and ensuring a robust cyber security position that protects pupil, staff and Trust data.

The role combines senior strategic leadership with strong programme and project delivery, alongside the effective management of IT teams.

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

- To provide strategic leadership to the Trust IT team
- To provide effective oversight for IT projects and delivery across the organisation.
- To ensure the IT networks and infrastructure are supporting strong educational outcomes.
- To ensure robust cyber security that protects all employees, pupils and data.

**Organisational relationships**

- Responsible to the Director of Communications & Partnerships
- Line management of the Trust IT team
- Direct liaison with a range of stakeholders including CAM trust staff
- Direct liaison and collaboration with the wider Trust Heads of Function group
- Liaison with the Trust executive leadership team and reporting to the Trust Board

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.

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.



## 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.



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.



## JOB DESCRIPTION continued

Area	Responsibilities
Leadership	<ul style="list-style-type: none"> <li>• Develop, own and deliver a Trust-wide IT Strategy aligned to the Trust's educational vision, growth plans and financial sustainability.</li> <li>• Act as the Trust's senior professional lead for IT, digital and cyber security, advising executive leaders and Trustees on risk, investment and opportunities.</li> <li>• Ensure technology is education-led, acting as an enabler for teaching, learning, assessment and operational efficiency.</li> <li>• Lead, develop and inspire a team of central IT staff and school-based technicians.</li> <li>• Build capability within the team through coaching, training and performance management.</li> <li>• Promote a collaborative, customer-focused culture that balances operational excellence with strategic delivery.</li> <li>• Lead regular strategic reviews of IT provision, standards and performance, identifying opportunities for improvement and innovation.</li> <li>• Provide overall leadership and accountability for cyber security across the Trust.</li> <li>• Develop and maintain a cyber security strategy, policies and standards aligned to recognised frameworks (e.g. NCSC, Cyber Essentials, ISO principles).</li> <li>• Ensure appropriate controls are in place to manage risks relating to data protection, business continuity, disaster recovery and system resilience.</li> <li>• Oversee incident response, security monitoring, vulnerability management and user awareness training.</li> <li>• Work closely with Data Protection, Safeguarding and Senior Leaders to ensure compliance with GDPR and safeguarding requirements in collaboration with the trust DPO.</li> <li>• Lead the planning and delivery of major IT programmes and projects across the Trust, ensuring delivery on time, within budget and to agreed outcomes.</li> <li>• Manage complex projects such as: <ul style="list-style-type: none"> <li>○ Cloud and infrastructure transformation</li> <li>○ Cyber security improvement programmes</li> <li>○ Trust-wide system implementation and standardisation</li> <li>○ Technology to support Trust growth and new schools</li> </ul> </li> <li>• Apply robust project management methodologies, managing risks, dependencies and stakeholder expectations.</li> <li>• Commission and manage third-party suppliers and partners where required.</li> </ul>

<b>Financial &amp; commercial management</b>	<ul style="list-style-type: none"> <li>• Hold strategic oversight of the Trust's IT budgets, ensuring best value for money and return on investment.</li> <li>• Develop business cases for investment in technology and cyber security.</li> <li>• Lead procurement activities, contract management and supplier relationships.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• To act as a role model for the team.</li> <li>• Provide a customer-focused service to colleagues and schools.</li> <li>• To work with others to support all users across the organisation using a helpdesk solution.</li> <li>• To maintain excellent communication with stakeholders.</li> <li>• Build strong relationships with principals, senior leaders, teachers and support staff.</li> <li>• Translate complex technical concepts into clear, accessible information for non-technical stakeholders.</li> <li>• To ensure that deadlines are met and that information and records are accurate.</li> </ul>
<b>Advocacy and influence</b>	<ul style="list-style-type: none"> <li>• To represent the trust positively, acting as an important ambassador.</li> <li>• Represent the Trust externally on IT and digital matters where required.</li> </ul>
<b>Wider contribution</b>	<ul style="list-style-type: none"> <li>• Leading/working in line with the Trust's six core principles.</li> <li>• Strong engagement with, and contribution to trust strategy.</li> <li>• Actively supporting and contributing to a strong culture of safeguarding and work in line with policies and procedures.</li> <li>• Taking professional ownership over remit and prioritising own work to the successful achievement of objectives.</li> <li>• Commitment to own professional and personal development.</li> <li>• Taking an asset-based approach to community engagement.</li> <li>• Promoting and supporting strong community relationships and links.</li> <li>• Undertaking such other duties that reasonably correspond to the post</li> </ul>

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
<b>Qualification and Experience</b>		
Significant senior-level experience in IT leadership within a complex, multi-site organisation	X	
Proven experience of developing and delivering IT strategies aligned to organisational goals	X	
Strong knowledge and experience of cyber security, information risk management and compliance	X	
Demonstrable track record of successfully delivering complex IT projects and programmes	X	
Experience of successfully leading and developing technical teams across multiple locations	X	
Educated to degree level or equivalent professional experience	X	
Experience working within a Multi Academy Trust or education sector		X
Professional qualifications in IT, cyber security		X
Professional qualifications in project management (e.g. ITIL, PRINCE2, CISSP, CISM)		X
Experience of Trust growth, mergers or onboarding new schools		X
<b>Knowledge and Interpersonal Skills</b>		
Strong understanding of modern IT infrastructure, cloud technologies and digital platforms (e.g. Microsoft 365)	X	
Excellent leadership, communication and stakeholder management skills	X	
Strong commercial and financial awareness, including budget management and procurement	X	
Ability to balance strategic leadership with operational oversight	X	
Strong attention to detail and commitment to confidentiality and data protection.	X	
Ability to work on own initiative and work well under pressure	X	
Effective decision-making skills	X	
Able to build good working relationships with stakeholders	X	
Ability of demonstrate a professional, confident and 'can do' attitude	X	
Can meet deadlines by effective planning and time management	X	
Professional approach	X	
Good communication skills, both written and spoken.	X	
Analytical and strategic thinking, a problem solver	X	
Full driving licence and car with business use to travel between sites	X	



# 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

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