

## Person specification – IT Strategic Lead

Specification	<p style="text-align: center;"><b>Essential</b></p> <p style="text-align: center;">These are qualities without which the Applicant could not be appointed</p>	<p style="text-align: center;"><b>Desirable</b></p> <p style="text-align: center;">These are extra qualities which can be used to choose between applicants who meet all of the essential criteria</p>
Personal qualities	<ul style="list-style-type: none"> <li>• Passion for technology and its potential to enhance education and improve organisational performance.</li> <li>• A proactive, forward-thinking approach with the ability to anticipate future IT needs and trends in education.</li> <li>• Flexibility and adaptability in a fast-paced, evolving environment.</li> <li>• Strong interpersonal skills, with the ability to build relationships and influence others at all levels within the school community.</li> <li>• Ability to maintain a student-centred focus while managing technology initiatives.</li> <li>• High levels of integrity, professionalism, and a commitment to safeguarding children and young people.</li> <li>• Demonstrates high levels of professionalism, integrity and discretion, with a clear understanding of the importance of confidentiality when handling sensitive information</li> </ul>	<ul style="list-style-type: none"> <li>• A commitment to continuous personal and professional development.</li> <li>• Enthusiasm for fostering a positive school culture around technology and innovation.</li> </ul>
Skills & Experience	<ul style="list-style-type: none"> <li>• Minimum of 5 years of experience in IT leadership or strategic roles, with at least 2 years in an educational environment.</li> <li>• Proven track record of managing IT teams, projects, and budgets in a complex organizational setting.</li> <li>• Experience in planning, implementing, and managing IT infrastructure, including networks, hardware, software, and cloud technologies.</li> <li>• Experience in the management and integration of educational technology tools, such as Learning Management Systems (LMS), virtual classrooms, and other digital learning resources.</li> <li>• Experience in IT security management and data privacy compliance (e.g., GDPR, FERPA).</li> <li>• Experience of leading and developing teams effectively, ensuring high performance, accountability and professional growth</li> <li>• Proven ability to design and deliver high-quality training for staff, building confidence and capability in the use of IT systems</li> </ul>	<ul style="list-style-type: none"> <li>• Experience with digital transformation projects within an educational or non-profit environment.</li> <li>• Experience in managing change processes, particularly in integrating technology into teaching and learning environments.</li> </ul>

	<ul style="list-style-type: none"> <li>• Strong experience of working in a professional environment requiring confidentiality and adherence to data protection principles</li> </ul>	
<p>Knowledge and understanding</p>	<ul style="list-style-type: none"> <li>• Strong leadership skills with the ability to inspire and motivate teams, foster collaboration, and manage diverse groups of stakeholders.</li> <li>• Exceptional strategic thinking skills with the ability to develop and implement long-term IT strategies aligned with the Federation &amp; Partnership's mission and goals.</li> <li>• Excellent project management skills, with the ability to manage multiple projects and priorities simultaneously while ensuring deadlines and objectives are met.</li> <li>• Strong problem-solving abilities and decision-making skills, particularly in high-pressure situations.</li> <li>• Advanced technical knowledge of IT infrastructure, including networking, cloud computing, servers, and hardware.</li> <li>• In-depth understanding of educational technologies, including AI and how they can be leveraged to improve teaching, learning, and administrative functions.</li> <li>• Excellent communication skills, both verbal and written, with the ability to communicate complex technical information to non-technical staff and stakeholders.</li> <li>• Ability to work collaboratively with a variety of stakeholders, including school leadership, teachers, students, IT teams, and external vendors.</li> <li>• Strong attention to detail, especially when it comes to cybersecurity, system security, data privacy, and compliance.</li> <li>• Excellent organisational skills with the ability to prioritise workload, meet deadlines and manage multiple projects effectively</li> <li>• Highly effective communication skills, with the ability to engage, influence and present information clearly to a wide range of audiences</li> <li>• Strong understanding of professional standards, confidentiality and</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to identify and leverage emerging technologies and trends in education to drive innovation and improvements.</li> <li>• Experience in fostering a culture of digital literacy among students and staff.</li> </ul>

	appropriate information sharing, particularly in an educational setting	
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Relevant qualifications and training	<ul style="list-style-type: none"> <li>• A bachelor's or master's degree in information technology, Computer Science, Education Technology, or a related field.</li> </ul>	<ul style="list-style-type: none"> <li>• IT certifications such as CompTIA A+, Cisco Certified Network Associate (CCNA), or Microsoft Certified Solutions Expert (MCSE).</li> <li>• Project Management certifications such as PMP, Prince2, or ITIL.</li> </ul>
Other requirements	<ul style="list-style-type: none"> <li>• A commitment to ensuring that technology in the school is accessible and inclusive for all students and staff, regardless of their background or ability.</li> <li>• Ability to work flexible hours, including occasional evenings or weekends, as required by specific projects or events.</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of the wider educational policy landscape, including current trends in digital learning and technology integration.</li> </ul>