

St George's School
Harpenden

Application Pack for Candidate

Head of Digital, Data and ICT



Outstanding in all areas - *Ofsted (March 2025)*

Outstanding in boarding provision - *Ofsted (September 2023)*



The Opportunity



St George's School is seeking a dynamic and agile individual to lead and shape the delivery of our digital, data, and ICT services. This is an exciting opportunity to join an amazing school and accelerate our digital transformation. You will be responsible for **implementing modern, secure, and innovative technologies that enhance our student experience and streamline our business operations.**

As we embark on the delivery of our strategic priorities for 2025-2030, it is the perfect time to join us and help drive the next stage of our school's development. Our current focus is the **establishment and implementation of an ambitious school-wide digital strategy**, to ensure our technology provision and infrastructure across our teaching and non-teaching environments keeps pace with the rapidly changing digital landscape.

Reporting to the Chief Operating Officer, and working closely with the Deputy Head - Academic and other senior leaders across the school, the role requires someone with a **proven track record in the delivery of new technology and systems**. The role may suit someone with direct school experience seeking career progression or a new environment, or equally a skilled professional from another sector motivated to bring their expertise to our specific context. This is a key post on the school's **Operations Leadership Team**, with **direct responsibility for the leadership and management of the school's Data and ICT teams.**



The Opportunity



We are looking for someone with proven expertise in working with multiple stakeholders, who is technically adept and capable of overseeing change programmes, to deliver the technology we need both now and into the future. All underpinned with a leadership approach that inspires confidence, builds team capability, and knows how to successfully manage risks and opportunities.

This role offers the chance to have a direct impact on the lives of young people within a fantastic school community. If you want to work in an environment that values new ideas, and are ready to lead on the development and roll-out of new ways of working, we strongly encourage you to apply to join our team.



About St George's School



Founded in 1907 by Revd Cecil Grant, St George's is a school that is both grounded in faith and forward-looking in its approach to education. As one of the first co-educational schools in the country, St George's has a tradition of making bold choices, and has always been guided by its values of Aiming Higher and encouraging service beyond self. We believe that every student has the potential to achieve greatness, and we are dedicated to providing an environment that challenges and supports them in equal measure.

In March 2025, we were judged Outstanding by Ofsted in all areas: the quality of education; behaviour and attitudes; personal development; leadership and management; and sixth-form provision. Our teaching aims to inspire a love of learning and to equip students with the knowledge and skills they need to succeed in an ever-changing world. Alongside our rigorous curriculum, we offer a wide range of extracurricular activities, from the academic and artistic, to the spiritual and sporting, ensuring that every student has the opportunity to explore their interests and develop their passions.



About St George's School



St George's is also proud to offer full boarding facilities as a part of our school community. Our boarders find they develop a growing sense of responsibility and confidence during their time at school, making life-long friends and lasting memories. As well as boarding, our House system is a core part of our identity, being both a sanctuary and springboard. We are proud to be a school where every individual is valued and where students are encouraged to support one another in all aspects of school life.

Our students and staff are loyal, proud and purposeful. We challenge ourselves and each other to be the best we can be. Having recently determined our strategy for 2025-2030, the school leadership has a roadmap for our next five years, taking the best of our history and heritage, and combining it with ambition for a dynamic future. This plan prioritises providing a school where all pupils achieve both academically and beyond the classroom. Where we are connected to our local community. Where staff are nurtured, inspired and developed. Where the environment is cared for and appreciated. All of this is guided by the faith on which we were founded.



Our Current Digital Environment



St George's School operates in an increasingly digital environment, spanning both teaching and business operations. Our new five-year strategic plan has a significant digital element, and therefore requires a reshaping of our digital positioning. Large parts of the School's technology solutions are no longer aligned with modern EdTech and business requirements, and we are working with multiple operating platforms and systems built up over time, all within an environment of increasing cyber risk and the rapid emergence of AI.

The School uses SIMS7 as its main management information system, using add-ons such as Edulink (pupil management and parental engagement), SOCS (co-curricular and calendar), and Applicaa (admissions), to provide the necessary functionality we need. We have not yet migrated to SIMS Next Gen. Our use of multiple platforms, while providing tailored solutions and high functionality, means we have greater needs in managing data flows and ensuring a single source of data accuracy.

Our ICT network infrastructure supports a high-density environment, featuring over 100 Aruba 6E Wi-Fi access points, 60+ CCTV cameras, and over 500 managed endpoints (PCs, printers, and peripherals). The 20 network cabinets are interconnected via a high-speed 10Gb fiber backbone, with each site hosted in dedicated cabinets equipped with Aruba PoE switching.



Our Current Digital Environment



We are increasingly seeing the importance and benefit of greater alignment and collaboration between individuals responsible for data and information within and across our systems, with the need to remove duplication, improve data efficiency and resilience, and deliver enhanced data reporting for both the teaching and non-teaching areas of school life.

We currently operate a hybrid application environment utilising both Google and Microsoft 365 suites. While Google Classroom serves as our primary educational tool for homework and teaching, and Google Drive is our principal cloud storage solution, we maintain an on-premises server architecture for staff and student file hosting. Access HR is used for people management and SIMS FMS6 for finance processing and reporting. We recognise that our systems and application architecture needs to be better optimised and integrated.

We have recently commenced a trial of Chromebook devices for teaching staff, as we look to improve our classroom technology, which at the moment remains centered around desktops and overhead projectors. We are looking to advance the roll-out of interactive flat screen technology into classrooms, and have recently introduced a bring your own device policy into sixth form. This role therefore brings with it exciting partnership working with teaching staff, to help deliver the right classroom and pupil technology to support our overall priorities.



About the Role



Contract: Permanent, full-time

Grade: M3

Salary: **£52,085 to £55,224 per annum** (*basic salary £51,356 to £54,495 per annum, plus fringe allowance of £729 per year*)

Hours: 37 hours per week, 52 weeks per year

Work Location: Fully on site at St George's School, Harpenden, AL5 4TD

Start Date: As soon as possible - subject to satisfactory pre-employment checks

For further details, please refer to:

- Job Description
- Working at St George's School

