



Campion School
The best in everyone™
Part of United Learning

**CREATING
BRILLIANT
FUTURES**

Welcome to Campion School

APPLICATION PACK

Lead IT Technician

Salary: £28,000-£32,000 p.a. subject to qualifications and experience

Hours: Full time - 37.5 hours per week

Start Date: ASAP

Closing Date: 15th July 2026 at 23.59pm

Proud to be Campion – Be part of something brilliant



Ambition ■ Respect ■ Integrity ■ Resilience

Campion School is seeking a Lead IT Technician

We have a rare opportunity for an enthusiastic and ambitious Lead IT Technician. We are looking for someone with vision, drive, flexibility and motivation to join us. You will be suitably qualified and experienced to support the school's needs. You will possess good customer service skills and be able to handle working under pressure.

You will lead the IT service delivery across Campion School, acting as the senior onsite technician and supervising the school's IT Technician whilst providing hands-on technical support.

Campion School is part of United Learning, a unique group of independent and state schools working together to achieve the best in everyone. Our vision is to provide excellent education, so that all young people can make a success of their lives and, if we are to realise this vision, we need to make sure we attract, develop and reward the key ingredient – high quality staff such as you.

Campion School is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments. The post will be subject to an enhanced DBS Disclosure.

The successful candidate will fully embrace our values of Ambition, Respect, Integrity and Resilience, and will have a working knowledge of how these will apply within a secondary academy context and within the role itself.

“Staff at Campion have high expectations of all pupils at the school, including those in the Sixth Form. There is an ambition that all pupils can achieve academically. As suggested by the school's hashtag, pupils and staff are proud to be Campion.”

(Ofsted, November 2021)

Rewards and Benefits

Our pledge, to all our staff, is that by working for us you will benefit from more pay, more time and more support.

| More pay..... | More time..... | And more support |
|--|--|--|
| <ul style="list-style-type: none">▪ Competitive salary▪ Cash towards medical treatment▪ Generous staff discount scheme | <ul style="list-style-type: none">▪ Three extra INSET days for planning▪ At least one personal day a year | <ul style="list-style-type: none">▪ Great training for your career▪ Support for your wellbeing▪ Enrolment into the Local Government Pension Scheme |

A Message From The Principal



Dear Colleague,

Thank you for considering Champion School as the next step in your career. We are delighted that you are exploring the opportunity to join our team, and we believe that becoming part of Champion will be a truly rewarding experience.

Campion School is proud to be part of **United Learning**, a nationwide network of academies, primary schools, and independent schools. Our shared motto, *“The Best in Everyone,”* reflects our commitment to excellence and to helping every individual reach their full potential.

Our mission is clear: **“Creating Brilliant Futures.”**

Our vision is: **“To foster an inclusive community where every student thrives, enriches their skills and character, and achieves academic excellence.”**

The safety and wellbeing of our students is at the heart of everything we do. We work together to provide every student with the best opportunities, focusing on character education to build confidence and resilience so they can achieve their goals and aspire to be the very best they can be.

At Champion, trust is fundamental. We trust our staff to perform their roles with professionalism while maintaining a healthy balance between work and personal life. You will find many initiatives to support staff wellbeing as you progress in your career with us.

Our school is on an exciting journey of improvement, and our students have high aspirations. Many go on to top universities and apprenticeships—and you could play a vital role in helping them achieve their dreams. People often say, *“I became a teacher to make a difference.”* At Champion School, you truly can.

Campion School is a special place, and we are confident it will only continue to grow stronger. We hope you will choose to join us and be part of something brilliant.

Thank you for considering Champion School - together, let's create brilliant futures.

Kim Bradley-Smith
Principal

“There are good relationships between staff and pupils. Pupils can talk to staff with ease, and pupils say that they feel safe at school.”

(Ofsted, November 2021)

“My department is very supportive and we work well as a team to ensure everything is done in the best way to support our students.”

(Staff Survey November 2025)

Why Work For Us?

The leadership of the school is highly focused on creating an environment in which teachers can focus on their core role: to deliver excellent lessons. The student behaviour system is simple, easy to administer in lessons, and takes the burden away from teachers. Detentions are conducted centrally by the Pastoral and Senior Teams. Teachers speak of this as one of the major benefits of working here.

In addition to this, teachers are trusted to be professionals through:

- No unannounced observations
- No lesson grading
- A feedback and recognition policy that lets teachers decide the best feedback mechanism for their own classes, rather than having this prescribed centrally
- Departments set their own feedback and recognition policy and have no expectation of teachers spending extra time marking
- 3 extra INSET days per year for collaborative team planning
- A genuine flexible working approach considered

“Leaders have revised the curriculum so that all pupils can study a broad range of academic subjects, including at least one modern foreign language. There are opportunities in all year groups to take on leadership roles, such as being an antibullying ambassador or head student. The aim of this is to create brilliant futures for Champion pupils.”

Ofsted November 2021



Our Vision

“To foster an inclusive community where every student thrives, enriches their skills and character, and achieves academic excellence.”

Our Mission

“Creating Brilliant Futures”

Our Values

At Champion School we are committed to providing a friendly and safe environment for all students. Our values are at the heart of everything we do, and we strive to instil them in our students through our daily interactions, policies and practices.

We believe that the four core values that best define Champion School are:

AMBITION

- Aspiring to be the best people we can possibly be; and know what this looks like
- Aspiring to achieve the highest outcomes possible
- Aspiring to achieve the best jobs, college and university places

RESPECT

- Showing due consideration for the values, opinions and beliefs of others
- Understanding that we are all different from one another
- Respect for ourselves, others and the environment

INTEGRITY

- Doing the right thing, even when nobody is watching
- Being honest with yourself and others, even when in the wrong
- Having strong moral principles

RESILIENCE

- Not giving up, especially during adversity
- Embracing the challenges of learning at a high level
- Supporting each other to achieve

A School of Character

Campion School's Character Development Programme is delivered through the curriculum, assemblies, tutor time reading, PSHE and many other facets.

The Character programme is based on our core values:

- **Ambition** - aiming high, not just for what you want to be, but who you wish to be
- **Respect** - showing consideration for the views, opinions, and beliefs of others
- **Integrity** - doing the right thing, even when nobody is watching
- **Resilience** - never giving up

We promise our students leadership opportunities across every year group to ensure we develop them to be the leaders of the future. This strand of opportunity for our young people is one of many that we use to help develop their character.

Staff play a vital role in this development of students' character and are expected to role model our values in all aspects of school life.

We fundamentally believe in nurturing talent within our staff body. Our in-house Continuous Personal Development Programme focuses on developing teaching and learning practices and techniques to ensure we become the best possible practitioners in the classroom. Further, we actively support staff in their CPD and ensure all leaders have formal leadership training through avenues such as the United Learning Leadership Development programmes as well as the National Professional Qualifications. Alongside this, we create succession planning for future senior positions.



Part of United Learning

Campion School is part of United Learning; a large and growing group of schools aiming to offer a life changing education to children and young people across England.

Our schools work as a team and achieve more by sharing than any single school could. Our subject specialists, our group-wide intranet, our own curriculum and our online learning portal all help us share knowledge and resource, helping to simplify work processes and manage workloads for an improved work-life balance.

As a group, we can reward our staff better: with good career opportunities, better pay, benefits, and ultimately, the satisfaction of helping children to succeed. We invest in our staff wellbeing and our academies each have at least eight INSET days per year (with three of those solely dedicated to planning), and an ongoing group-wide wellbeing programme. It's an ethos we call 'the best in everyone'.

“There is a strong work life balance mainly facilitated through the provision of United Learning curriculum resources, a flexible marking policy and offsite PPA.”

(Staff Survey November 2025)



About Northamptonshire

Northampton is nestled in a curve of the River Nene. It has great transport links direct into London or Birmingham by train in about an hour. It also has direct access to the M1. There is a wide range of attractions both in the town and the surrounding county, such as:

- Museums and theatres - northamptonmuseums.com, [The Royal and Derngate](#)
- Manor houses and gardens - [Delapré Abbey](#), [Castle Ashby](#)
- Great retail outlets - [Rushden Lakes](#)
- Excellent value for your money on houses and flats
- Historic surrounding market towns and villages with local markets
- Variety of cycleways - [Cycle Northants](#)
- Wide range of country walks to take you away from the pressures of modern living
- Great primary schools throughout the county
- Lakes and watersports - [Stanwick Lakes](#)
- Great sporting scene – [Northampton Saints](#), [Northamptonshire County Cricket Club](#) & [Northampton Town FC](#)
- Picturesque golf courses - [Brampton Heath](#)
- Beautiful parkland and forests
- Canals and rivers





Castle Ashby Gardens



Northampton Saints



Royal and Derngate Theatre



Stoke Bruerne

Job Description and Person Specification

Job Description – Lead IT Technician

Campion School is committed to equal opportunities and to the protection and safety of all students and adults. We expect all staff and volunteers to share these commitments.

Reporting to:

Cluster IT Services Manager

Responsible for:

IT service provision at Campion School

Line Management of:

IT Technician

Purpose

- To lead the delivery of IT support and services, providing hands-on technical support whilst supervising a technician
- To ensure reliable, secure and effective IT systems that support teaching, learning and business operations
- Assist the Cluster IT Services Manager and Cluster IT Technical Specialist with local service delivery

Key Responsibilities

This list is not meant to provide a narrow definition of specific responsibilities but to serve as guidance and should be seen as enabling rather than restrictive

- Deliver day-to-day IT support and service provision at Campion School
- Act as the senior on-site technical escalation point
- Line manage 1 IT Technician, including workload, mentoring, and performance
- Contribute to IT service reporting as required by the Cluster IT Service Manager
- Support delivery of SLAs
- Support AV provision

Specific Duties

Service Operation

- Implement all policies and procedures relating to security, backup, disaster recovery and acceptable use, as directed by the Cluster IT Service Manager and IT Cluster Technical Specialist at Campion School
- Ensure efficient handling of support tickets and requests at Campion School
- Contribute to the professional development of other members of the IT Service team.
- Provide second line support for more complex requests and issues across the IT Service, performing diagnosis procedures on hardware, peripherals and applications and liaising with 3rd parties as required.
- Manage the performance and workload of IT Technician.
- Support, assist and train as required all staff, students and visitors as deemed appropriate by Campion School.
- Support the Cluster IT Service Manager by reporting on the performance of the IT Service at Campion School against the SLA.
- Actively contribute to discussions on how the Service can be improved based on local knowledge and data from the service desk application.

IT estate at Campion School

- Support, maintain, and deploy all IT hardware and software resources used by Campion School without exception, subject to exclusions which the SLT wishes to make (e.g. Hall AV).
- Hands-on technical support across desktops, infrastructure, AV and cloud systems
- Maintain an accurate and up-to-date hardware asset register at Campion School which is used to inform the IT Refresh Strategy and Strategic Development Plan, in line with the annual budget cycle.
- Maintain an accurate and up-to-date software register at Campion School, including license details, renewal dates and costs, which is used to inform the IT Refresh Strategy and Strategic Development Plan, in line with the annual budget cycle.
- Test and prove the efficacy of the backup procedures on a scheduled basis at Campion School.
- Actively maintain and monitor the anti-virus /anti-malware provision and overall security of the IT systems at Campion School on a daily basis to ensure the integrity of data, systems and resources.
- Support in the management of active network components including switches, routers at Campion School.
- Support the installation of additional servers and upgrading of the network operating system as required at Campion School.
- Maintain internet filtering systems at Campion School.
- Support all third-party systems ensuring communication with Campion School servers.

Personal IT Competences

- Strong communication skills and an ability to work with users of all abilities and seniority
- Strong skills in the management and troubleshooting of networked systems.
- Working knowledge of effective service management methodologies (FITS/ ITIL or similar)
- Experience supervising or mentoring junior staff
- Ability to prioritise workload in a busy support environment

General

- Develop excellent working relationships with colleagues internally, centrally and externally.
- Be an effective and flexible member of the IT Service team.
- Always uphold the academy's policies and procedures.
- Ensure any documentation produced is to a high standard and is in line with the in-house style.
- Be aware of and comply with policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to the appropriate person.
- Participate in training and other learning activities as required.
- Participate in the Performance Management process.
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate.
- To represent Campion School at events as appropriate.
- To support and promote Campion School's and United Learning's ethos.
- Ensure IT office is always kept clean and tidy. All IT equipment is stored correctly and locked away as appropriate. Inventory of equipment is updated, etc.
- IT technician is expected to always carry a radio and be on call for emergencies to support teaching and learning and other events, as well as online helpdesk ticket system.
- Dress code, requirement to follow UL / Campion dress code, to act as a role model for our students.
- Proactively looking at Campion school calendar to see what events are coming up and working with those event leaders to ensure IT systems meet the requirements of the events and tested prior to the event.
- All school training sessions and TTD session, proactively checking all systems are operational and being present whilst event is taking place to support staff to ensure events run smoothly and efficiently.
- Data Protection –championing cyber security and data protection for the IT provision in school

- Provide training for whole staff and small groups
- To undertake any other duties and responsibilities as reasonably required by the Cluster IT Service Manager, IT Cluster Technical Specialist or SLT at Campion School.

This post may involve both evening and weekend work and the post holder will need to demonstrate a large degree of flexibility and willingness to work unsocial hours. The need to adapt working hours around the business need of the academy is an expectancy of the job role.

The information contained above is to help staff understand and appreciate the work content of their post and the role they are to play in the organisation. However, it should be noted that whilst every effort has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings have therefore been used, in which case all the usual associated duties are included in this job description.

This job description will be reviewed annually as part of the performance management process and may be subject to amendment or modification at any time after consultation with the post holder.

Elements of this job description and changes to it may be negotiated at the request of either the line manager or the incumbent of the post.

“There is a real sense of ambition and a drive for excellence, and it feels great to be part of that.”
(Staff Survey November 2025)

Person Specification – Lead IT Technician

The successful candidate will possess all or most of the following attributes:

E = Essential D = Desirable

Assessed by: I = Interview A = Application

| QUALIFICATIONS | Criteria | Selection |
|--|----------|-----------|
| Qualified to GCSE level including English and Maths | E | A |
| Relevant IT qualifications | E | A |
| EXPERIENCE | | |
| Experience of supervising or mentoring junior staff | E | A/I |
| Experience of working with computer hardware, including PCs, printers, projectors, interactive whiteboards and networks | E | A/I |
| Experience of working in an educational environment | D | A/I |
| Knowledge and understanding of National Educational priorities/developments | E | A/I |
| PROFESSIONAL DEVELOPMENT | | |
| Evidence of a commitment to own professional development | E | A/I |
| Evidence of keeping up to date with educational thinking and knowledge | E | A/I |
| A strong commitment to the quality of professional development of staff | E | A/I |
| The drive to develop others' capabilities and help them realise their full potential | E | A/I |
| SKILLS, KNOWLEDGE, BEHAVIOUR AND PERSONAL QUALITIES | | |
| Effective use of ICT and other specialist equipment/resources including Microsoft Office applications, computer hardware and networks | E | A/I |
| Knowledge of relevant policies/codes of practice and awareness of relevant legislation | D | A/I |
| Ability to identify learning needs and actively seek learning opportunities | E | A/I |
| An effective communicator and motivator of students and staff | E | A/I |
| Ability to relate well to children and adults, explaining computer systems and procedures to adults. An empathy with those who are not ICT experts and may be working under pressure | E | A/I |
| A team player with the ability to establish good working relationships with staff and students | E | A/I |
| The ability to set clear expectations and parameters and to hold others to account for their performance | E | A/I |
| Ability to listen and respond to customer need, seek out innovative ways of consulting service users and engaging partners | E | A/I |
| Network with others to develop services for the benefit of service users | E | A/I |

| | | |
|--|---|-----|
| Good communication skills. The role will entail talking to staff or students daily | E | A/I |
| Comfortable engaging with large groups | E | A/I |
| Working knowledge of Microsoft Server | E | A/I |
| A knowledge of HTML, PHP and any other programming languages | D | A/I |



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#proudtobeCampion

Ambition ■ Respect ■ Integrity ■ Resilience

