



The CAM Academy Trust

Senior IT Technician

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!

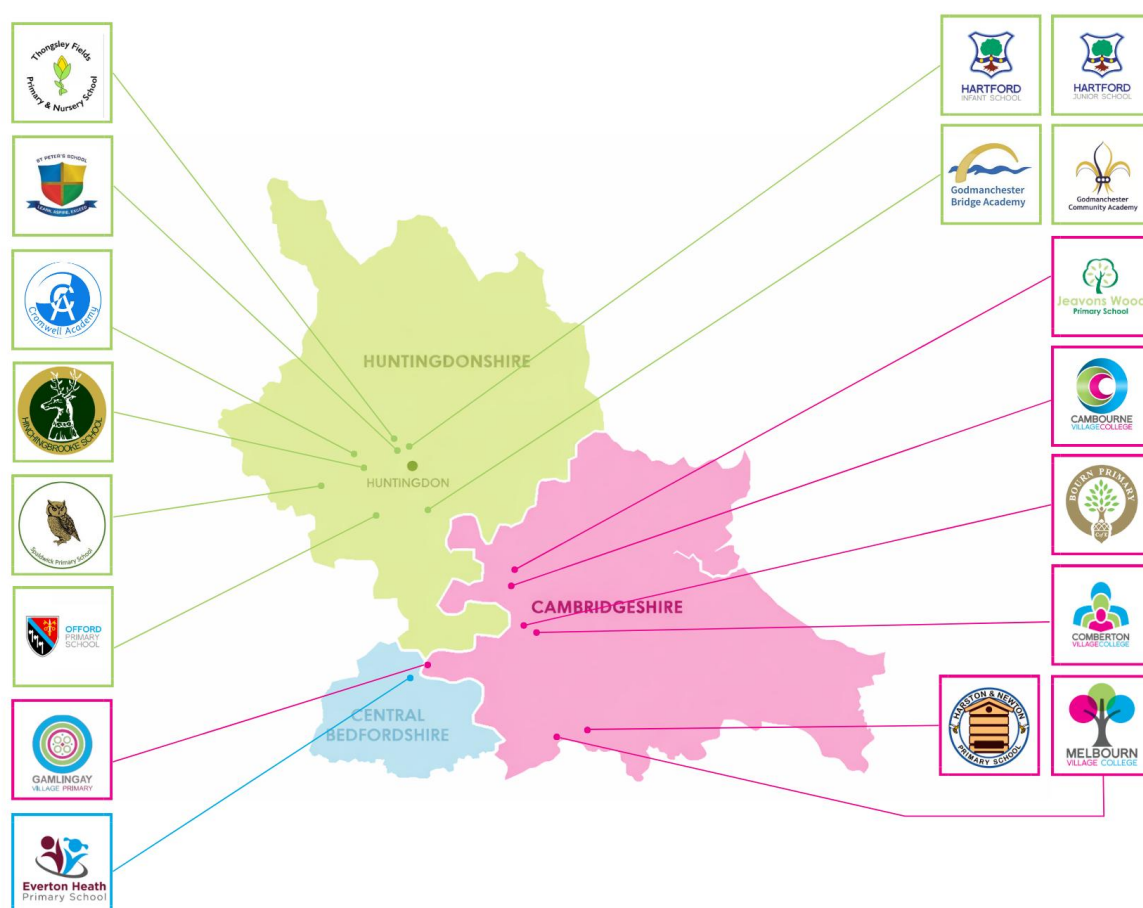
Claire Heald

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).



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 SO1, Points 23 to 25 (£34,434 to £36,363 per annum FTE). Actual salary £34,434 per annum on point 23.

Contract: Permanent. 37 hours per week - Monday to Thursday 08.00 to 16.00 and Friday 08.00 to 15.30. 52 weeks a year

Start date: As soon as possible

Place of work: Comberton Village College, Comberton, Cambridgeshire

Are you an experienced IT professional ready to take the next step in your career? Comberton Village College is seeking a Senior Technician to help lead and develop technology services that support outstanding teaching and learning and play a vital role in the success of the school.

What you will do

- Lead and support a team of IT technicians
- Provide third-line technical support and problem resolution
- Manage and maintain servers, networks, hardware and software
- Ensure cyber security, filtering and safeguarding systems remain robust
- Support implementation of new technologies and Trust-wide projects
- Provide technical advice and training to staff.

What we are looking for

- Experience managing IT infrastructure, hardware and software services
- Strong Microsoft technology skills including Windows and Microsoft 365
- Knowledge of networking technologies including DNS, DHCP and switching
- Leadership, communication and problem-solving skills
- A proactive approach and passion for excellent customer service.

Benefits of working for the CAM Trust

- Perkbox Employee Assistance Programme including online GP access, counselling and wellbeing support.
- High street, shopping and lifestyle discounts
- Professional development through Maps & Pathways and ongoing training opportunities
- Focus on staff wellbeing, engagement and work-life balance



- Enhanced expenses processes and mileage allowance support
- Opportunities to develop your career within The CAM Academy Trust.

Apply today to join a highly successful school and Trust committed to excellence, innovation and professional growth.

For further details on our school please visit our website [Welcome - Comberton Village College](#)



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 Jamie Freeman on jfreeman@combertonvc.org

Closing date: 09.00 on Monday 21st September 2026
Interviews to be held: between 23rd and 25th September 2026

Thank you for your interest in The CAM Academy Trust.



JOB DESCRIPTION

Salary:

NJC Scale SO1, Points 23 to 25 (£34,434 to £36,363 per annum FTE). Actual salary £34,434 per annum on point 23.

Line of responsibility:

The Senior IT Technician is directly responsible to the relevant member of SLG with oversight of IT.

Strategic purpose:

Working at Comberton Village College will present a very exciting opportunity for anybody wanting to expand their knowledge of IT. We are a forward-thinking school and are investing heavily in new technology.

Cam Academy Trust, of which Comberton Village College is part of, is currently going through a major review of the technology it is currently using, primarily looking to move its core services to the cloud and looking into the use of mobile devices, you will be part of the team tasked with rolling out the Microsoft Azure Cloud and Office 365.

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.



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 partnership 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.

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

Main responsibilities	Key roles: • To ensure the smooth running of the computer network • Lead a team of technicians ensuring priorities are set where necessary • To provide 3rd line support as necessary • To assist when required in rolling out new systems within Comberton Village College and Trust wide • All aspects of hardware and software including installation, operation, upgrades, repair and replacement • Providing technical advice, training and assistance in IT related matters to staff and students • Ensuring that health and safety requirements and other relevant regulations are in place and adhered to • Any other duties commensurate with the grade of the post Key tasks: • To ensure that all systems are kept up and running • Ensure IT security is maintained • Anti-Virus software is up to date with regular tests as required • Produce reports as appropriate/required • Ensure asset records are maintained and kept up to date • Liaise with contractors when required • Liaise with external providers (eg MIS) when required • Communicate with staff when problems occur • Communicate with staff when there will be likely outages • Monitor the usage of the internet and ensure security and filtering are correct and in place • Manage installation and configuration of new hardware/software • Provide training for new staff (teaching and IT Support) • When need help to obtain quotes, maintain budget and ensure best value is provided to the school and the trust with help from the Trust Service Delivery Manager • Make recommendations to the Head of IT /Trust Service Delivery Manager for areas of change within Comberton Village College • To be involved in interviewing of new IT support staff
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	• Adhere to Trust safeguarding policy and procedure at all times. • Promote strong cultures of safeguarding across the Trust and schools.

	• Responsible for the safeguarding of students who are under their immediate care, following relevant school policies, reporting concerns promptly (including Health and Safety). • Safeguarding the mental health and wellbeing of students and staff
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		
Studied to a minimum standard of GCSE (grade A*–C) or equivalent, in English and mathematics.	X	
IT related qualifications.	X	
Evidence of successfully managing IT network/s, hardware and software functions to support the day-to-day operation of an establishment/company.	X	
Experience of managing change and implementing new systems/procedures/controls.	X	
Experience in the line management of staff.		X
Further or higher education qualifications relevant to the field.		X
Experience of working in a school or similar establishment.		X
Knowledge and Interpersonal Skills		
Good knowledge of server technologies (e.g. Server 2016/2019/2022/2025, Office 365, System Centre Suite)	X	
Excellent knowledge of Windows and OSX	X	
Working knowledge of School Management Systems (e.g. SIMS / Bromcom / Arbor / GO 4 Schools)		X
To have some knowledge of cloud technologies, in particular Office 365	X	
Knowledge of Microsoft Hyper-V	X	
Experience of developing and delivery of an IT Strategy	X	
Project Management	X	
Evidence of line management of staff	X	
Budget management and monitoring		X
Good problem-solving skills	X	
Good understanding of network technologies (IP Addressing, DHCP, DNS and switching)	X	
Ability to communicate effectively (both written and verbal)	X	
Enthusiasm for IT	X	
Ability to work under own initiative	X	
Ability to work effectively as part of a team	X	
Willingness and adaptability to tackle a variety of tasks arising in a school environment	X	
Willingness to want to improve their knowledge of IT technologies	X	
Willingness to work in areas of IT	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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