

A photograph of three young men in school uniforms (dark grey suits, white shirts, and ties) sitting on a wooden bench in front of a large, ornate wooden door. They are all smiling and engaged in conversation. The student on the left has dark, curly hair and is wearing a blue tie. The student in the middle has light brown, wavy hair and is wearing a blue and white striped tie. The student on the right has dark hair and is wearing a red, yellow, and black striped tie. The background shows the intricate woodwork of the door and a glimpse of a stone wall on the left.

DULWICH COLLEGE
FOUNDED 1619

Director of IT Services

Information for Applicants

Welcome

Dear Potential Applicant

Thank you for applying to work at Dulwich College. I hope that you will find the prospectuses and web pages useful and feel that they provide a better understanding of our aims, values and ethos. I also hope this booklet makes you feel you might thrive here, would like to join us and make a great professional contribution.

At heart, the College's focus ensures the wellbeing, experience and achievements of our pupils. We want them to be happy, to flourish and to get the very best from their time here. These aims also allow us to have a positive relationship with our families, and uphold our reputation and strategic ambitions.

We have a large, diverse, dedicated and talented team of colleagues. It is a huge collective effort to achieve our annual and long-term goals, and we could not do this without everyone working together in a diligent and good humoured manner.

As well as rewarding and fun, being part of the College is demanding at times and we have high expectations of all our colleagues. There are, however, many advantages and opportunities, which are better explained in this booklet. Put simply, we wish to get the best from everyone and we will seek to invest in you and develop you during your time with us.

We recognise that many of our colleagues are professionally ambitious. We will certainly help you in your aims, through mentoring, professional development courses and career opportunities.

We are fortunate to have a large College community, with several career pathways and experiences available. We hope that you will enjoy working here, really understand the value and the commitment shown by everyone and wish to play your part in the exciting life of Dulwich.

Mr Robert Milne
Master





The College

Dulwich College is an academically selective independent school for boys in south east London, known for its inspired teaching, genuine scholarship and broad co-curricular life.

Our dedicated and increasingly diverse staff of approximately 250 teachers and 350 operational colleagues, support a pupil body of approximately 1,850 across the Senior and Junior Schools and DUCKS, our co-educational nursery and infant school.

Set within 70 acres of beautiful grounds, yet only 12 minutes by train from central London, the College offers an exceptional working environment — spacious, well-resourced and rich in heritage. The campus blends iconic listed buildings with award-winning new architecture, creating a dynamic and inspiring setting that values curiosity, creativity and collaboration among both pupils and staff.



Vision Values & EDI

Our Vision

To be an outstanding school that inspires every pupil to work, study and serve with purpose, developing the potential to make a positive difference in the world.

Our Values

Purpose, kindness and joy – underpin a culture of curiosity, creativity, compassion and integrity. We promote collaboration, resilience and appreciation of the benefits of living and learning within a diverse, inclusive community.

Equity, Diversity and Inclusion

We celebrate the diversity of our pupils, staff, alumni and parents, recognising that varied backgrounds and experiences create a vibrant and forward-looking community. Dulwich College stands firmly against discrimination in all forms and is committed to advancing inclusion, social responsibility and the core British values of democracy, liberty, respect, tolerance and the rule of law.



Role Details

Job title

Director of IT Services

Reporting to

Chief Operating Officer

Period of employment

Permanent

Hours of work

Full time, 37.5 hours per week, all year round. Flexibility will be required to meet the needs of the school, and in the event of out of hours IT emergencies

Salary

£68,000 - £80,000 per annum

Key Responsibilities

The Director of IT Services is responsible for the management of all IT systems across the College. The role holder will be a key contributor to the College's digital strategy and will be responsible for the successful delivery of IT infrastructure.

Strategic Leadership

- Be a main contributor to the development of the College's IT strategy in alignment with educational and operational objectives
- Deliver successful implementations and upgrades of IT infrastructure
- With the Director of Digital Transformation, participate in and implement digital transformation initiatives to enhance teaching and learning experiences
- Manage the IT budget and resource allocation effectively and future-proofing
- Identify and manage suppliers of IT services to meet strategic and development objectives and ensure currency of systems
- Collaborate with the leadership team on technology-related strategic decisions



Infrastructure Management

- Ensure IT systems meet the availability, resilience, and security standards required for a leading independent school environment
- Oversee network infrastructure, servers, and cloud-based systems
- Ensure robust cybersecurity measures and data protection compliance
- Manage hardware and software procurement and lifecycle management
- Maintain business continuity and disaster recovery protocols

Educational Technology Support

- Support integration of technology into the curriculum
- Collaborate with academic departments and the Director of Digital Transformation on digital learning initiatives
- Oversee learning management systems and educational software
- Ensure appropriate training and support is in place for fast technology adoption and utilisation
- Lead the team providing hands on assistance for all Online Testing, Exams and the Admissions process

Team Leadership

- Manage and develop the IT services team, building high-performing IT function with clear roles, development pathways, and succession planning
- Recruit, train, and mentor technical IT staff
- Establish, and lead the team to deliver to service level agreements and performance standards
- Foster a culture of innovation and continuous improvement

Stakeholder Management

- Through the team provide technical support and guidance to students, staff, and parents
- Liaise with external vendors and service providers
- Communicate technology initiatives and changes
- Manage external assurance and certification, including Cyber Essentials, and act as the College lead for cyber compliance



Knowledge and Skills Required

Essential Qualifications

- Proven successful experience leading teams; high competency in promoting and develop teamwork, both within the department and to clients
- Significant senior-level experience leading IT services, ideally within a complex organisation
- Strong technical understanding of infrastructure, cloud services, cybersecurity, and service management
- Proven experience managing budgets, and delivering, maintaining and developing critical systems reliably with future proofing
- Ability to operate confidently with senior stakeholders in an educational environment
- Excellent communication skills able to connect appropriately with different stakeholders and clients
- 'Hands on' and 'can do' attitude

Desired Qualifications

- Experience in an independent school environment
- Experience operating within regulated environments, including GDPR and cyber security frameworks (e.g. Cyber Essentials)

Key Competencies

- Strategic thinking and planning
- Team leadership and management
- Excellent communication and interpersonal skills
- Project management expertise
- Problem-solving and analytical abilities
- Adaptability and change management
- Customer service orientation



Application Procedure

To apply for this role please visit our [vacancies page](#)

Closing date

Monday 2 March 2026

Interview dates

1st round interviews will take place online - Date to be confirmed

2nd round interviews will take place on site - Date to be confirmed

Please note

Recruitment into education is heavily regulated and our application forms are designed to meet our safeguarding obligations. We suggest that you have to hand your work history dates and explanations for any gaps before you start the process.

We are committed to safeguarding and promoting the welfare of children. This is the responsibility of the whole College community. We all remain vigilant about safeguarding at the College and we never think that child abuse could not happen here or to our pupils. A DBS Disclosure is required to Enhanced level. The DBS Code of Practice and the Standard and Enhanced DBS Privacy Policy can be found on our website. Charity 1150064

College Community and Benefits



Make your money go further

- Flexible pension/pay – Join TPS or choose the Group Pension for 10% employer contributions and a higher take-home pay. (Same total package).
- Lunches – Free lunch in the dining hall or to take-away.
- Fee remission – Discounts on fees at Dulwich College, Alleyn's Dulwich, JAGS Dulwich and DUCKS (admissions rules apply).
- High-street savings – Access to discounts on restaurants, food deliveries and shopping.

Help with your commute

- Bike to Work - Tax-efficient bike purchase.
- Onsite parking - Free parking on Campus, EV parking.

Support for your wellbeing

- SimplyHealth plan - Cash back on routine medical expenses
- 24/7 GP access – Online consultations, advice and referrals.
- EAP – 24/7 emotional, financial and relationship support.
- Sports club – Free family membership.
- Eye tests & flu jabs – Free tests and seasonal vaccinations.

Protection when you need it

- Life insurance – Included with all pension schemes.
- Accident insurance – Cover for permanent disability or dental injury.

Support for life outside work

- Family leave – Enhanced leave for new arrivals
- New baby perk – Cash contribution from SimplyHealth.
- IVF leave – Up to 5 days for essential appointments.

Boost your social life

- Events & clubs – From Burns Night to book clubs and quizzes.
- Dulwich Picture Gallery – Free entry with staff pass.
- Dulwich Golf Club – Discounted 'Member's guest' rate.
- Private functions – Reduced rates for venue hire (subject to availability).



Important Information

Safeguarding

All staff are responsible for safeguarding and promoting the welfare of children, completing the required training, and adhering to College safeguarding policies.

Health and Safety

Staff must also take reasonable care of their own health and safety and that of others, follow safety procedures, use equipment responsibly, and co-operate with managers on all health and safety matters.

Safer Recruitment

You will find our application form detailed — this ensures we meet the rigorous standards required when employing people to work with or around children and young people.

Vetting

All appointments are subject to pre-appointment vetting, as required by law, which will include satisfactory criminal record checks.

Get in touch

Queries should be sent to joinourteam@dulwich.org.uk



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