



**MOSAIC**  
SCHOOLS LEARNING TRUST

Achieving Excellence  
for Every Child,  
Every Day

# Pedagogy Technology Strategic Lead Recruitment Pack

Part time – 3 days per week  
Preferred start: Autumn 2026  
Location: Trust Wide

Central Team based at Wickham Common Primary School



**WELCOME  
TO MSLT**

**Respectful  
Resilient  
Resourceful**

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# Welcome from the CEO

## A message from our CEO, Andrea Harris



Dear Applicant,

At Mosaic Schools Learning trust, we pride ourselves on being an innovative, forward-thinking organisation built on trust and collaboration. Our mission is simple yet profound: to keep children at the heart of everything we do. Every decision we make is guided by a strong moral purpose—ensuring the very best opportunities for every child in our care.

We recognise that each of our school communities is unique. That individuality is something we celebrate, while providing a standardised framework that supports consistency and excellence across the Trust. We are always horizon scanning, seeking out new ideas and approaches that will help us deliver the highest quality education and outcomes for all.

As a Trust, we are committed to a pedagogy-first approach to digital technology. This role will work with leaders, staff and partners to implement solutions that enhance teaching, improve pupil outcomes and reduce workload, while ensuring consistent, high-quality provision across all schools.

We are a passionate and committed team, united by a shared vision and a determination to do what’s right for children. If you believe you can bring your skills and energy to this mission, we would love to hear from you.

Together, we can shape a future where every child thrives.

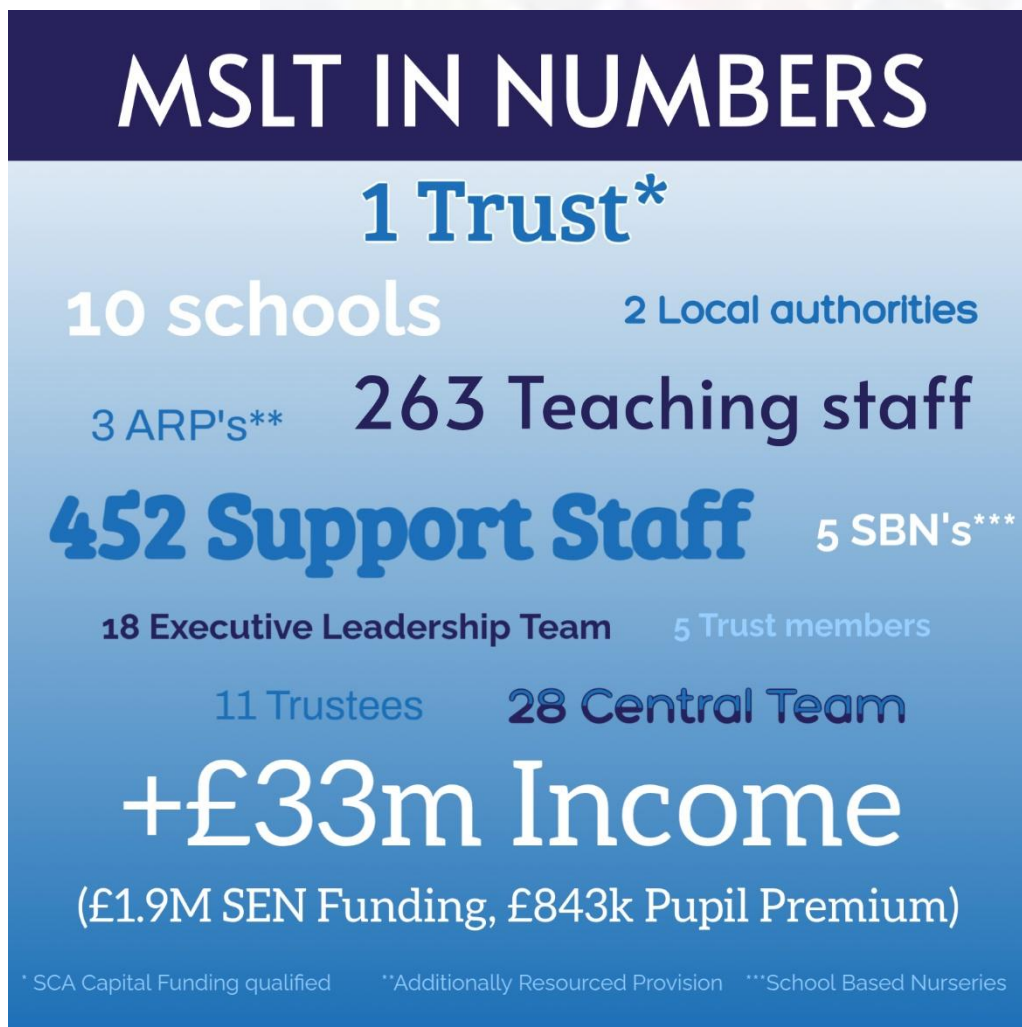
Kind regards,

A handwritten signature in blue ink that reads "A J Harris".

**Andrea Harris**  
Chief Executive Officer  
Mosaic Schools Learning Trust

## About us

Mosaic Schools Learning Trust (formed on the 1<sup>st</sup> September 2024 following the merger between Connect Schools Academy Trust and Compass Academy Trust), is a group of 10 schools based in Bromley and in Kent: Cage Green Primary, Crofton Infant, Crofton Junior, Marian Vian Primary, Oak Lodge Primary, Raglan Primary, River Mill Primary, Unicorn Primary, Valley Primary and Wickham Common Primary Schools. The Trust aims to deliver the very best educational experience for its pupils with each school bringing its own strengths and expertise to benefit the whole learning community.



To find out more about us: <https://www.mosaicschoolslearningtrust.org>

# Our Vision & Values

## *Achieving Excellence for Every Child, Every Day*

Mosaic Schools Learning Trust is a community where schools work collaboratively to be the best that they can for the benefit of all the children in our care and staff that make up our Trust family. Our goal is simple: we want all children to flourish and to receive the best education that we can provide. In short, we want to achieve excellence for every child, every day.

We believe in true collaboration, working in partnership, investing in people and building capacity for long term, sustainable success. We are accountable to each other for each other and we all take responsibility for every child.

Our aim is to maintain and grow good and outstanding academies within a supportive environment.

As a Trust, we have a clear mission and core values that underpin us in achieving excellence for every child, every day. Our mission is to provide everyone with a learning experience that: is rooted in a culture of excellence; is relevant to a complex and ever-changing world; engages with and celebrates the diversity of our communities; and empowers everyone to contribute positively to society.

The Core Values that drive our attitudes, behaviours and organisational health are Respectful, Resilient and Resourceful.






# Meet the Team

## Executive Leadership Team

Led by the CEO, the Executive Leadership Team (ELT) is a team of the most senior leaders in the Trust who meet regularly and work collaboratively to achieve the Trust’s objectives as agreed by the Trust Board.

The purpose of the ELT, in conjunction with the Board of Trustees, is to support the CEO in shaping and delivering the ongoing vision, purpose, values and ethos of the Trust through collective accountability and delegated authority. This will therefore include the identification and management of risk, so that planned outcomes are not compromised. We call this ‘intentional collaboration’.

Each member of the ELT has individual accountabilities as determined by their job role within and wider responsibilities across the organisation. The ELT is a team and not a group. It seeks to act and speak with “one voice, one heart, and one mind,” utilising the knowledge and skills of each member so that the team is collectively more than the sum of its parts.

<p><b>Andrea Harris – CEO of Mosaic Schools Learning Trust</b></p> <p>Senior executive leader, responsible for strategic leadership, financial oversight, and ensuring the trust provides a high-quality education for all pupils.</p>		<p><b>Chief Finance Officer</b></p> <p>Providing leadership and management to all of the Trust's financial functions. Ensuring budgets are prepared and monitored in accordance with the Academy Financial Handbook, ESFA Guidelines and with all statutory requirements</p>	
<p><b>Executive Head Teachers</b></p> <p>Responsible for driving school improvement across the Trust and providing support to the CEO.</p> <p><b>Wendy Giles</b> For Crofton Infant, Crofton Junior, Oak Lodge, Raglan, Unicorn and Valley.</p> <p><b>Sue Robertson</b> For Cage Green, Marian Vian, River Mill and Wickham Common.</p>	 	<p><b>Karen Wilson Chief Operating Officer &amp; Data Protection Officer</b></p> <p>Providing leadership and direction on all non-academic aspects of the trust, working with the CEO and the board to achieve strategic aims.</p> <p><b>Vicki Maher- Strategic Lead for SEN &amp; Inclusion</b></p> <p>Responsible for driving the SEND agenda, developing a Trust-wide SEN &amp; Inclusion Strategy and implementing across Trust schools</p>	 
<p><b>Trust Head Teachers</b></p> <p>Responsible for providing strategic leadership and management for a school to ensure high standards of teaching, learning, and student achievement.</p> <ul style="list-style-type: none"> <li>Cage Green Primary School: Joanna Styles</li> <li>Crofton Infants and Crofton Junior Schools: Susie Sargent</li> <li>Marian Vian Primary School: Ian Redgrave</li> <li>Oak Lodge Primary School: Georgina Baron</li> <li>Raglan Primary School: Matt De Freitas</li> <li>River Mill Primary School: Suzanne Leader</li> <li>Unicorn Primary School: Vicky Elvines</li> <li>Valley Primary School: Stephen Jackson</li> <li>Wickham Common Primary School: Rebecca Williams</li> </ul>		<p><b>Elaine Cooper - Head of Governance and Executive Support</b></p> <p>Responsible for coordinating Trust Governance: Trust Boards; Committees and Members and School Local Governing Boards</p> <p><b>Michael Field- Head of Estates</b></p> <p>Developing and delivering the Trust's estates strategy; managing all premises related contracts and services; responsible for compliance, health and safety, maintenance and estates budgetary planning.</p> <p><b>Sue Wray- Head of HR</b></p> <p>Responsible for streamlining of HR processes and procedures, updating HR policies, overseeing HR team and Employee Relations case management.</p>	  

# Job Description

## Employment details

**Job title:** Pedagogy Technology Strategic Lead

**Reports to:** Chief Executive Officer

**Hours of work:** 3 days per week

**Starting Salary:** Outer London Leadership Group Pay Range 8 to 12 - £39,385 to £43,205 (£65,642 to £72,009 FTE) depending on experience

## Overall Purpose of the Role

The Pedagogy Technology Strategic Lead will play a pivotal role in driving a trust-wide, pedagogy-first approach to digital innovation, ensuring technology enhances teaching quality, improves pupil outcomes, and supports staff workload. Working collaboratively across multiple schools, the role leads strategy, implementation, training and evaluation of digital practice to ensure consistent, effective and secure use of technology aligned with educational priorities. The key responsibilities are outlined below; however, the post-holder will be expected to undertake any reasonable duties as directed by the CEO.

## Main Duties and Responsibilities

### Key Responsibilities

- To lead, develop and embed a "pedagogy-first" approach to digital technology across all primary schools in the trust.
- To work collaboratively with the managed service provider, school leaders, digital leaders, teachers, and support staff to evaluate, implement, and optimise technology that enhances teaching methodologies, improves pupil outcomes, and reduces teacher workload.
- Provide high quality support to Mosaic schools to ensure the ped tech provision across all of our academies is strong and consistent.

### Strategic Leadership & Implementation

- Review and implement a trust-wide pedagogy technology strategy aligned with the trust's educational vision, digital strategy and evidence-based teaching practices.
- Ensure trust wide consistency and standardisation
- Working with Central Operations and the managed service provider to feed into reviews.
- Evaluate, select, and recommend digital tools, platforms, and content that directly improve learning experiences and engagement whilst offering value for money.
- Ensure that digital technology implementation is equitable, balanced, and has measurable impact on learning.
- Lead on cross-site pedagogy technology projects and initiatives as directed by the trust leadership.

### **Pedagogical Support & Curriculum Development**

- Work with digital leaders and teachers to embed technology into daily lessons, including 1-to-1 computing, collaborative tools, and AI tools.
- Support the creation of engaging, age-appropriate digital curriculum resources for primary pupils.
- Use data to monitor the effectiveness of learning technologies, focusing on how technology supports high quality instruction to meet the needs of all pupils.
- Identify opportunities for technology to support children with Special Educational Needs and Disabilities (SEND).

### **Training & Professional Development**

- Lead digital skills training and CPD workshops for teaching and support staff, promoting "PedTech" rather than "EdTech" mindsets.
- Coach and mentor staff on pedagogical approaches to using new technology in the classroom.
- Create and maintain digital "how-to" resources and best practice guides for staff.

### **Quality Assurance & Evaluation**

- As a strategic Leader report back to the board and its committees.
- Monitor and assess the effectiveness of learning activities and provide constructive feedback to support staff.
- Evaluate the impact of technology on teacher workload and student outcomes, making adjustments as needed.
- Engage in research-informed practice to ensure technology usage is evidence-led.

### **Safeguarding & Data Compliance**

- Ensure all pedagogy technology initiatives comply with GDPR regulations, keeping students' data secure.
- Work with the Trust Data Protection Officer (DPO) to manage digital safety and monitoring.
- Promote safe and responsible digital citizenship among pupils and staff.

**Person Specification:**

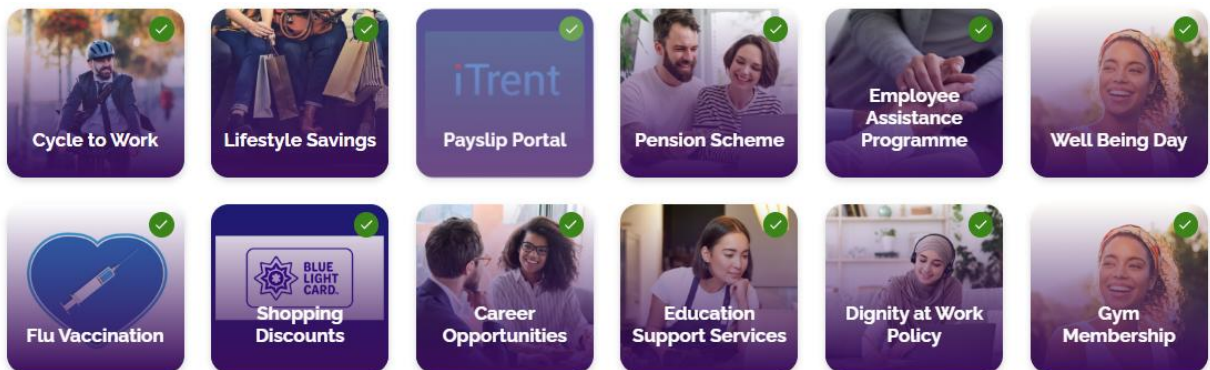
Essential (E), Preferable (P) and Desirable (D) Qualifications, Experience & Skills	
<b>Qualifications</b>	<p><b>E</b></p> <ul style="list-style-type: none"> <li>• Qualified Teacher Status (QTS) or significant experience in educational setting.</li> <li>• Further qualifications in Education Technology or Leadership.</li> <li>• Be willing to undertake relevant CPD</li> </ul>
<b>Knowledge and skills</b>	<p><b>E</b></p> <ul style="list-style-type: none"> <li>• Strong understanding of primary pedagogy and how technology can support it.</li> <li>• Excellent communicator; able to explain technical issues to non-technical staff.</li> </ul>
	<p><b>D</b></p> <ul style="list-style-type: none"> <li>• Knowledge of specific platforms (e.g. Assistive Technology (Read and Write) Microsoft 365, Seesaw)</li> <li>• Ability to create engaging, research-based training materials.</li> </ul>
<b>Experience</b>	<p><b>E</b></p> <ul style="list-style-type: none"> <li>• Experience of teaching in a primary setting.</li> <li>• Experience leading on digital transformation across multiple settings.</li> </ul>
	<p><b>P</b></p> <ul style="list-style-type: none"> <li>• Experience working as part of a team</li> </ul>
	<p><b>D</b></p> <ul style="list-style-type: none"> <li>• Experience working with pupils with SEND</li> <li>• Experience leading on digital transformation across multiple settings.</li> </ul>
<b>Mindset</b>	<p><b>E</b></p> <ul style="list-style-type: none"> <li>• Pedagogically led (PedTech) rather than technology led (EdTech).</li> <li>• Be committed to teaching.</li> <li>• Have good attendance and punctuality.</li> <li>• Be proactive in the working environment.</li> <li>• Be enthusiastic and positive.</li> <li>• Be able to anticipate workload and plan ahead.</li> <li>• Be able to develop effective and supportive relationships with colleagues.</li> <li>• Be able to encourage and enable others to reach their full potential.</li> </ul>
	<p><b>P</b></p> <ul style="list-style-type: none"> <li>• Be able to accommodate changes in priorities.</li> </ul>
	<p><b>D</b></p> <ul style="list-style-type: none"> <li>• Innovative, proactive, and resilient in a fast-paced environment.</li> <li>• Self-confidence</li> <li>• Ability to relate well to other professionals</li> <li>• A flexible approach</li> </ul>

Candidates from all sectors will be considered as long as they can demonstrate transferable skills and a commitment to continuous improvement and excellence in a changing landscape, where ensuring the sustainability of the organisation is key.

# What we can offer you

We understand that successful professionals value a range of benefits such as professional recognition, commensurate financial reward, job satisfaction, opportunities to innovate and a healthy work-life balance. As your future employer, we place importance on these aspects too and offer the following:

- Genuine investment in your professional development and future career
- The opportunity to contribute to the development of an exciting, forward-thinking organisation and to the development of Trust wide initiatives
- Peer to peer networking, collaboration and challenge in a truly supportive working environment.
- A supportive and engaged board of Governors and Trustees as well as a professional and helpful Central Team.
- Comprehensive staff reward and well-being package:
  - Teachers’ Pension Scheme
  - Access to continuous professional development opportunities
  - Health Assured Employee Assistant Programme
  - Staff Well Being Day
  - Cycle to Work scheme
  - Discounted Gym Membership
  - Flu vaccination
  - Discounted retail savings via Vivup’s Employee Benefits Platform



# The Recruitment Process

Applicants are invited to apply via [mynewterm.com](https://mynewterm.com)

**Application Closing Date:** Sunday 21<sup>st</sup> June 2026

**Interview Date:** Friday 3<sup>rd</sup> or Friday 10<sup>th</sup> July 2026

For an informal and confidential discussion about the role, please contact [recruitment@mslt.org.uk](mailto:recruitment@mslt.org.uk)

## What we would like to know

Please read the attached job description and person specification and then complete the online application form and supporting statement covering the questions below, returning by the closing date

### **What skills, knowledge and experience will you bring to this role?**

How well do you match what we are looking for in terms of your skills, knowledge and experience?

There may be skills, knowledge and experience that you have which do not fit neatly into our job description. Are there ways in which you think you can bring additional skills, contacts or knowledge that the Trust may find useful?

### **Are you the right person for our organisation and team?**

Please look at the list of personal attributes included in the person specification which we think would be valuable for the post-holder. Tell us why you think you would be a good match for our organisation.

### **Do your values align with ours? Could your personal qualities make you an excellent fit for our Trust?**

What achievements are you most proud of that demonstrate how your values and personal qualities have created measurable impact and how can you bring that impact to our Trust.