

Job Title:	Senior Infrastructure and Change Engineer	Reports to:	Head of IT and Infrastructure
Location:	Home based with regular travel	Accountable to:	Head of IT and Infrastructure
Salary/Grade:	NJC Grade G	Hours of Work:	37.5

Principle Purpose of the Role

The Senior infrastructure and Change engineer is responsible for the delivery, reliability, and security of the Trust’s core IT infrastructure and platforms. This role line manages the Infrastructure Team (currently 2 FTE, with growth potential as the trust grows) and leads the planning and execution of infrastructure change projects, ensuring minimal disruption to teaching and learning and operational services. As a member of the IT Leadership Team, the post-holder drives technical standards, automation, and cloud adoption, while maintaining strong service outcomes and compliance in an education setting.

Key Duties

Leadership & Line Management

- Line manage and develop the Infrastructure Team, including objective setting, coaching, performance management, and succession planning.
- Build a culture of accountability, service excellence, and continuous improvement.
- Distribute resources to align capacity with the Trust’s growth and programme roadmap.

Infrastructure Operations

- Accountable for day-to-day management of the infrastructure estate (network, server, storage, endpoint, identity, security, and cloud), ensuring availability, performance, and resilience
- Implement technical roadmaps and standards aligned to Trust priorities and risk appetite.
- Oversee capacity management, patching, backup/restore, disaster recovery, and business continuity

Project & Change Delivery

- Plan and project manage infrastructure changes from discovery to deployment: scoping, resourcing, dependencies, risk/issue management, stakeholder comms, and post-implementation review.
- Deliver M&A/onboarding projects for new schools: discovery, integration, migration, and stabilisation.
- Ensure robust change control, testing, and rollback plans to protect live services during term time.

Cloud, Automation & Engineering

- Lead cloud platform adoption and optimisation (e.g., Microsoft Azure/M365, Intune/Autopilot, AAD/Entra ID).
- Champion code-driven operations: Infrastructure as Code (e.g., Bicep/Terraform), configuration management (e.g., DSC), and scripting (e.g., PowerShell/Python).



- Build automated CI/CD pipelines for infrastructure artefacts; enforce source control, code review, and release management.

Security, Compliance & Risk

- Collaborating with Information Security/Data Protection leads to ensure controls meet safeguarding, GDPR, DfE/education standards, and audit requirements.
- Implement least privilege, conditional access, MFA, secure baselines, logging, and alerting.
- Own vulnerability management and remediation across the estate.

Service Management & Stakeholder Engagement

- Work closely with Service Desk and Applications teams to ensure effective incident/problem/change processes and clear escalation paths.
- Produce clear technical documentation, runbooks, and knowledge articles.
- Communicate plans and impacts to school leaders and staff with empathy and clarity.

Generic Responsibilities

- To maintain ongoing Continuous Professional Development (CPD) activity and undertake any in-service training related to the post, including annual mandatory and role-specific training.
- To maintain regular contact and good working relationships with all staff throughout the Trust and external organisations.
- To maintain the security of the data held in the Trust systems in line with all relevant legislation, including the Data Protection Act 1998 and UK General Data Protection Regulations.
- To actively participate and attend team (and other) meetings as required for updates regarding Departmental procedures and action accordingly.
- To support the Trust's internal and external audit processes.
- To act as an exemplary role model of the Trust's values and behaviours.
- To ensure that safe working practices are followed in respect of all areas within the provisions of The Health and Safety at Work Act 1974.
- To comply with Trust Policies and Procedures.
- To maintain confidentiality about clients, staff, and other Trust business. The work is of a confidential nature and information gained must not be communicated to other people except in the recognised course of duty. The postholder must always meet the requirements of the Data Protection Act.
- To be aware of, promote and implement the Trust's Quality and Information Security Management Systems.
- To report to line manager, or other appropriate person, in the event of awareness of bad practice.

Staff Development and Performance

- The post holder will have an appraisal of performance each year and will be responsible for agreeing a development plan in agreement with their manager or immediate supervisor. The development plan will be reviewed each year.
- The Trust will aid and agree development objectives for the postholder to enable the postholder to achieve their objectives and standards in line with the development plan.
- If the postholder feels they are not achieving their objective as agreed in the development plan they will bring it to the attention of their line manager at the earliest opportunity.



Demands and Working Conditions

- This is an operational post and there will be considerable conflicting work demands, deadlines and interruptions, particular during peak periods and operational deadlines.
- The postholder is to undertake other duties commensurate to the grade of the post.
- Adhoc travel to attend training events and meetings may be required.
- There may be occasions when it will be necessary to cover other roles within the team or to work with other colleagues when there are peaks and pressing issues.
- There may be a requirement to spend large amounts of time working on sensitive information, for example, reports and audits.

Note: You may be required to perform duties other than those given in the job description for the post. The duties and responsibilities attached to posts may vary from time to time without changing the character of the duties or the level of responsibility entailed. As such, the job description therefore is not intended to be exhaustive. It is also subject to change in the light of service developments and in consultation with the postholder and their manager. The post holder will be expected to adopt a flexible attitude to the duties to meet deadlines.



Person Specification

Education and Training			
Specification	Essential (E) / Desirable (D)	Assess at application	Assess at interview
Three GCSE/O Level/Functional Skills passes to include grade C/4 or above in English and Mathematics	E	X	
Degree or equivalent experience in Computer Science/IT/Engineering.	D	X	
Relevant certifications (e.g., AZ-104/AZ-305, MS-102, SC-900/SC-200, Terraform Associate, ITIL Foundation, Prince2/Agile).	D	X	
Experience, Knowledge and Skills			
Specification	Essential (E) / Desirable (D)	Assess at application	Assess at interview
Deep technical expertise across Cloud, Identity & Access, Infrastructure, Networking, Automation & Code, and Security.	D	X	X
Proven management of small-to-medium infrastructure teams.	E	X	X
Experience of delivering IT related projects, including Agile and waterfall approaches, managing multiple concurrent changes.	E	X	X
Previous experience of working in the education sector	D	X	X
Personal Attributes			
Specification	Essential (E) / Desirable (D)	Assess at application	Assess at interview
Pragmatic and calm under pressure; able to balance risk with delivery in term-time settings.	E		X
Commitment to safeguarding and promoting the welfare of children and young people	E		X
Clear understanding and working knowledge of Reach South Academy Trust, its ethos and values partners, relevant systems and procedures	D		X
Demonstrate personal and professional integrity, including modelling values and vision;	E		X
Commitment to promote and support the aims and value partners Reach South Academy Trust	E		X
Motivated to work within the education sector and alignment with Reach South values and behaviours	E		X

