

APPOINTMENT OF SENIOR ICT NETWORK TECHNICIAN

CONTEXTUAL INFORMATION

As part of a growth of the team aligned with a growth of the school we are seeking to appoint to this new position.

The ICT Network Team are responsible for the network, all hardware, most software, and for emerging technologies and overall development. They work closely and proactively with staff across all spectrums, and all levels, including Senior Leadership team, Curriculum Leaders, the ICT teaching department, and support staff team leaders, particularly the Business Development Team members.

The ICT Network Team currently consists of 3 members. The ICT Network Manager, and two equally graded ICT Network Technicians. The appointment of this Senior Technician role is intended to grow the overall team to 4 staff, with the Senior ICT Network Technician becoming the clear deputy for the ICT Network Manager.

Resources

The school has over 900 workstations including 200 Laptops and tablet devices which are running Microsoft Windows 10 Education. We also run a Hyper-V failover cluster & BCDR Server on Windows Server 2022 hosting approx. 60 VMs running a mix of Microsoft Server 2019, 2033 & Linux.

The school also has a Ruckus wireless system which supplies connectivity to school mobile devices and to sixth form students via BYOD.

Other notable services that are in use in the school include: Papercut, Sophos AV, Microsoft 365, AOVPN, DA, RDS, MDT, WSUS & AD Connect.

Working Hours and Holiday Arrangements

The post is full time, 37 hours a week, and is a year-round contract, across 52 weeks per annum, not restricted to term time.

The holiday entitlement for this post is as described in Appendix 2 of the Job Description.

The school's policy is for full-year support staff to take the majority of their personal leave during school holiday periods, with up to 25% being available to take in term-time, with reasonable notice. However, for staff in the Network Team it is accepted that a significant amount of development work and implementation of new technologies and systems takes place during school holidays, so the school is receptive to staff in the team taking a greater percentage of their holiday in term-time, as long as due notice is given and no more than one member of the team is on leave simultaneously.

Given the nature of the role, there will be occasions when some afterhours work is required in order to carry out maintenance after students and staff have finished work, or when installs are required to take place at the weekend. The postholder is expected to manage such a situation proactively and embrace a level of flexibility for the benefit of the organisation and the service.

Grading of the Post

The pay system in operation uses a banding system, and this post is aligned to Band H. The indicative salary is as noted in the advertisement.

Payment is made monthly at the end of the calendar month direct into a nominated bank or building society account, and employees can access their payslip through a password-protected area on our HR system. Cost of living rises are awarded for all support staff on or around 1st April, except during national wage freezes. Increments until the top of the Band for the post has been reached are automatic each April, as long as a minimum of six months has been completed by the time of the first increment. For example, if starting in September, the increment would be paid the following April, but if starting on 1st December, the first increment would not be paid until six months had elapsed, that is on 1st June.

Induction and Professional Development

An induction programme will be developed for the successful applicant and a programme of support and training will be given. After the induction period, a planned professional development programme will be agreed, linked to the performance review system, which is carried out in school for all staff.

The school maintains a fund and invites staff to apply for financial contributions for any role-related training they wish to pursue privately, and which is at an appropriate aspirational level to the post they hold, e.g., a master's degree.

The line manager for the Senior ICT Network Technician is the ICT Network Manager, who will be responsible for performance management and review.

The Organisation of Staff at Stratford upon Avon School.

There are just around 210 staff employed at the school, with slightly under half being support staff.

We aim to be a cohesive, inclusive workforce, and we operate in a professional environment of respect, with the overriding purpose for every post in the school being to support the learning of our students.

We take seriously the wellbeing of our staff and believe that everyone has a vital contribution to make to the life and vibrancy of the school. We operate a wellbeing programme; all staff have the opportunity to be involved in school improvement activities and, if they wish, to contribute to student development through activities such as co-tutoring, mentoring and other areas appropriate to their role and expertise. Other opportunities involve running extra-curricular clubs, accompanying school trips, leading an assembly, getting involved in sport (e.g., staff half-marathon team and weekend cycling events), and participating in staff social events.

Start Date

It is anticipated that the successful candidate will be able to start as soon as possible following appointment. However, we will always appoint the individual whom we believe to be the best person for the job, and if there is a period whilst extended notice is worked, then we fully accept the delay.

Interviews

Interviews are normally held within 2 weeks of the closing date for applications.

Stratford upon Avon School is a friendly school, with high expectations for the attainment and behaviour of our students, and with a supportive ethos for all staff.

We hope you find this opportunity of interest, and we look forward to receiving your completed application form. Meanwhile if you have any questions or queries about the post, please contact me at the school, telephone 01789 268051.

Mark Grundy
ICT Network Manager
October 2023