

Director of Information Technology Security & Data

Harris Federation

Safeguarding Notice

The Harris Federation and all our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our **Policy Statement on the Recruitment of Ex-Offenders**.

About the Harris Federation

The founder and sponsor of the Harris Federation, Lord Harris of Peckham, opened our first school in 1990. We have, over the past thirty years, implemented ideas and initiatives that have transformed the opportunities of pupils from working class and disadvantaged backgrounds. Harris academies are widely recognised as a force for social mobility. We are immensely proud of the role that our alumni are now beginning to play in the world and of what we believe our current generation of pupils will go on to achieve.

The Harris Federation has a track record of accomplishment in achieving success through rapid school improvement and has built an unrivalled reputation for running outstanding academies. We now have over 50 schools educating more than 40,000 young people across London and Essex, and employ over 5,000 staff across our academies and head office. With the majority of our academies located in areas of high socioeconomic disadvantage, a high-quality education is key to the futures of the pupils we serve.

Our Vision

We are a pioneering education charity, and one of the leading multi-academy trusts in the country. We have built a reputation for transformative change, taking on some of the most challenging schools in London and turning them into places where every young person can access a high-quality education and have opportunities to succeed.

Our vision, from the start, has been to provide the structure and services needed for our schools to amount to more than the sum of their parts, and to free-up our teachers and leaders to focus on one thing and one thing only: the outstanding education of all their pupils. Our young people and communities are at the heart of everything we do. Our core mission has always been to close the educational gap between young people from disadvantaged backgrounds and their peers. Our ambition is one where every child in London, no matter their background, has equal access to high quality education, giving them the same opportunities and potential to succeed.

Our Values

We have exceptional teachers, support staff, and leaders that come from a wide range of backgrounds. They bring many different skills, but they all share a strong commitment to delivering an outstanding education and creating an inspiring and happy school environment. We know there are many challenges facing our young people and the communities we serve, and that's why we need determined people like you to help us tackle those inequalities.

Whilst each of our academies has their own unique cultures and values; as a whole Federation, we have four core values which are central to successfully achieving our vision: **Excellence, Collaboration, Support, and Innovation**. We are proud of our values because they guide us in how we work allowing us to achieve the best possible outcomes for our young people, communities, and colleagues. No matter what your role is, where you're based, or what your career goals are, our values act as a guide to empower you to do your best work.

What Sets Harris Apart

We are a Federation rather than a chain, and the autonomy of our Principals, and their individual academies is a key element of our success. In addition, the support structure from our central team provides a range of efficient and time-saving services to our academies, but Principals have ownership of running their schools to determine the best curriculum and other local policies to suit the context of their school, staff, and students.

Our head office based in East Croydon, provides expertise and guidance across Commercial, Governance, IT and Data, Finance, Estates, Procurement, HR and Recruitment, Sixth Form and Marketing. Harris academies are funded on the same basis as other state schools in England, but by negotiating shared contracts and services, and delivering other economies of scale, our academies save over £5m per year, all of which goes back into the education of our students.

As part of the central team we have more than 70 consultants, each a subject specialist and highly-skilled teachers who are available to our academies as a resource to use as they need. Their job is to create curriculum excellence in every subject. Our schools are able to access their full support to ensure the most effective curriculum intent, implementation, and impact.

From Our CEO

We see Harris as a system disrupter – whose purpose is to make life fairer for children in and around London. Our focus is to take on the most challenging schools and turn them into exceptional places of learning where everyone – staff and students – thrives.

We strive to deliver an excellent education to our young people so they can progress into top careers and the very best universities and apprenticeships, giving them the chance to fulfil their potential, no matter their background.

The secret of our success is that every Harris academy is different; every school has its own culture and ethos nurtured by its leadership team to suit the local community and context. However, all Harris academies are united by a determination to constantly improve and to quickly identify and share what works to ensure that every pupil is successful regardless of background.

As we grow, we are delighted to welcome new and experienced teachers, leaders, and support staff into the Federation, all of whom are crucial to our ongoing success. We encourage staff in their learning and development, our CPD is regularly described as 'outstanding', and all of us are committed to growing our expertise and sharing it with each other.

Sir Dan Moynihan
Chief Executive

Our Benefits

We know our success is a direct result of the hard work and dedication of our teams. No matter what your role, by joining the Harris Federation, you will be making a difference to young people across London and in recognition of this, you will be able to enjoy the tangible and intangible benefits of working at Harris.

Harris has a strong culture of collaboration and best practice, with professional development and career planning at its centre. We invest in our staff with support, coaching, mentoring, and a wide range of top-quality training programmes delivered at every level.

You will also have access to a variety of benefits, support programmes and initiatives including:

- Excellent opportunities for continuous professional development and support to progress your career
- A Harris Allowance for teaching staff in addition to your salary
- Annual performance and loyalty bonus
- Pension scheme (Teachers Pension Scheme or Local Government Pension Scheme) with generous employer contribution
- 25 days annual leave plus bank holidays (for non-term time only staff), rising to 26 days after 2 years' service, as well as Christmas Eve off for staff who work across the full year
- Affordable electric car salary sacrifice scheme (up to 40% discount on car lease costs)
- Lifestyle friendly working arrangements and policies
- Harris Wellbeing Cash Plan including cover for routine and specialist healthcare, and access to a virtual GP service
- Employee Assistance Programme for free and confidential advice
- Cycle to work salary sacrifice scheme
- Wide-range of shopping, leisure, and travel discounts, and exclusive to Harris employees, a generous 20% off at Tapi Carpets
- Interest-free ICT and season ticket loans

Diversity and Inclusion

We are committed to encouraging and sustaining a positive and supportive working environment for our staff, and an excellent teaching and learning experience for our young people. As a provider of employment and education, we value the diversity of our staff and students, and all our staff are equally valued and respected. We are committed to providing a fair, equitable and mutually supportive learning and working environment for our students and staff.

Our work will impact many generations to come, and our staff come from all backgrounds and walks of life, coming together to inspire young minds. We promote an inclusive culture that embraces the valuable and enriching contribution that all of our community make. We continue to be proactive in uplifting and supporting all voices at Harris.

Job Purpose

The Director of Information Technology, Security & Data will oversee the strategic development, operational delivery, and use of information technology and data across the Federation. Reporting to the CEO, the role will act as a key advisor on information technology, cyber security, data, digital transformation, and related high-risk technology matters. The role has the following direct reports, Head of Infrastructure, Head of Service Delivery, Head of Data & MIS, Head of Information and Cyber Security, plus IT Business Administrator, Senior IT Project Manager and Digital learning lead, and will oversee a large IT function consisting of IT, Security and Data professionals, with indirect management of academy-based IT Technicians.

As Director of Information Technology, Security & you will:

- Be responsible for information technology, security and data services for the Harris Federation academies and head office
- Be responsible for the development of the Federations Technology strategy and work with education colleagues on defining the digital learning strategies
- Delivery of any transformation programmes to support and enable change across the Federation
- Develop and promote a culture and vision for information technology with a tech-forward business strategy to support transformation and innovation within the central team and academies
- Lead on planning and delivery of transformation and change projects and programmes, collaborating with Directors and Head Office departments to successfully deliver technology and not technology led change
- Work closely with Directors from both Education and Non-Education areas to embed best practice Information & Cyber Security practices, ensuring compliance with legal or regulatory requirements
- Support the Federation's mission statement for education by ensuring the robust integrity and functionality of the IT systems for learning, teaching, administration, and leadership

Main Areas of Responsibility

- Provide strategic direction and oversight for the design, development, operation, and support of systems including, application management, security and risk management, and infrastructure and operations support management
- Use technology to streamline business processes and ensure the IT function can support requirements and long-term objectives of the Federation
- Improve end-user experience through innovation, engagement, and meaningful stakeholder relationships to drive operational efficiency through the adoption of modern digital and automation capabilities
- Produce business cases for transformation programmes, change projects and budgets for Directors and Executive Board
- Optimise technology resources (software, hardware, staff, and spending) to deliver best value for money for the Federation
- Oversee Threat Analysis, Risk Assessments, Business Continuity, Crisis Management, and IT Disaster Recovery Plans for IT within the Federation

- Manage the launch, implementation and/or integration of any new or established systems, projects, or programmes, partnering with new and existing vendors and suppliers and provide oversight and guidance to key stakeholders within the Federation
- Lead on the procurement of technology (equipment and software) and establish partnerships with IT providers
- Line Manage the central IT, Cyber Security and Data teams, and matrix manage school-based IT technical staff
- Hold to account IT partners during academy new builds and be accountable to the board for delivery on time and to budget
- Effective Communication with CEO, Directors, Trustees and Governors on strategy, service delivery performance, and risk
- Manage the overall IT budget for the Federation and establish and maintain the technology architecture in a way that aligns with the resources available.
- Collaborate with the Director of Risk & Compliance to ensure that the systems meet the Federation's data protection responsibilities
- Acting as a bridge for communications between the technical leadership and wider Federation leadership
- Support both Curriculum and Administration IT systems for each Federation Academy
- Oversee the onboarding of academies joining the federation, design and deliver IT solutions and integrate these with the shared central systems
- To manage and quality assure all service level agreements with Federation suppliers and contractors
- To provide monthly reports on the performance of the managed service to the Federation CEO
- To oversee the delivery of IT, Cyber and Data related training for all Federation employees (Teaching and Support staff) in respect of appropriate IT applications to ensure they can deliver what is required of them

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

- Equal Opportunities
- Health and Safety
- General Data Protection Regulations (2018)
- Safeguarding children

Person Specification

Attributes	Description	Desirable
Qualifications	<ul style="list-style-type: none"> Degree or equivalent qualification in a relevant technical discipline 	<ul style="list-style-type: none"> MSc/MA in computer science, engineering or relevant field
Experience, Skills and Knowledge	<ul style="list-style-type: none"> Proven experience as CIO, CTO, IT Director or similar role leading large operational IT teams and services Delivery of effective and transformative leadership of an IT function in a comparable organisation, delivering first rate, secure, and end user focused services Leadership and senior leader engagement to influence, drive and enable digital change Developing and executing IT strategies encompassing digital change and transformation programmes An ability to drive and deliver cultural change and adoption of technologies Practical knowledge of best practice Information & Cyber Security and Privacy Practices Comprehensive understanding of cyber risk and cyber intelligence. Comprehensive knowledge of IT systems and Infrastructure. Experience in overseeing the design and development of IT systems and implementation Excellent understanding of data analysis, budgeting and business operations A detailed knowledge and understanding of Microsoft 365 and its potential and capabilities (including tools such as : Office 365, Intune, Azure AD) Understanding (or the ability to quickly acquire) of education specific Management Information Systems Understanding of enterprise level security issues and of Cyber Security 	<ul style="list-style-type: none"> Understanding of multi-academy trust business functions Understanding of the requirements of academy conversion and sponsorship and, desirably, experience of this process An understanding of charitable organisations and ensuring that best policy and practice is implemented to ensure compliance with charity and company law
Attributes	<ul style="list-style-type: none"> An enthusiastic and motivational leader with strong morale building skills Outstanding communication and interpersonal abilities The ability to drive forward change in a rapidly changing environment The ability to translate a visionary/innovative concept into a practical implementation plan Management of distributed and culturally diverse teams A strong commitment to personal development for all staff including themselves Available to travel Commitment to safeguarding and promoting the welfare of children and young people 	<ul style="list-style-type: none"> An agile thinker, able to respond quickly to changing business priorities

Executive Search Timetable

Date	
23 rd April 2024	Close of search and advertisement
13 th & 14 th May 2024	Harris Federation first round in-person interviews
TBC	Optional Testing
22 nd May 2024	Harris Federation second in-person interviews and school visits (optional)

Applying For The Position

Anderson Quigley is acting as an advisor to Harris, an executive search process is being carried out by Anderson Quigley in addition to the public advertisement. The closing date for applications is noon on **23rd April, 2024**.

Applications should consist of:

- A full CV.
- A covering letter (maximum of two pages) outlining how you meet the essential experience criteria of the person specification.

Should you wish to discuss the role in strict confidence, please contact Grace Tattersall at grace.tattersall@andersonquigley.com or +44 (0)7510 384 761 or Carolyn Coates at carolyn.coates@andersonquigley.com or +44 (0)7825 871 944.

Please apply directly via the following link - <https://andersonquigley.com/job/aq2231/>.

Before You Start Your Application

Please remember to check your junk mail folders for our email communications and add us to your safe senders list to ensure all future email communication is received. This is important to ensure you are kept up to date on the status of your application and to avoid delays in the recruitment process.

To submit an application, you'll need to have ready:

- Personal information about you
- Details of your education and employment history
- Details of any qualifications and training gained
- A CV and/or supporting statement to upload

Help and Support

For our Help and Support completing your application, visit www.harriscareers.org.uk

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