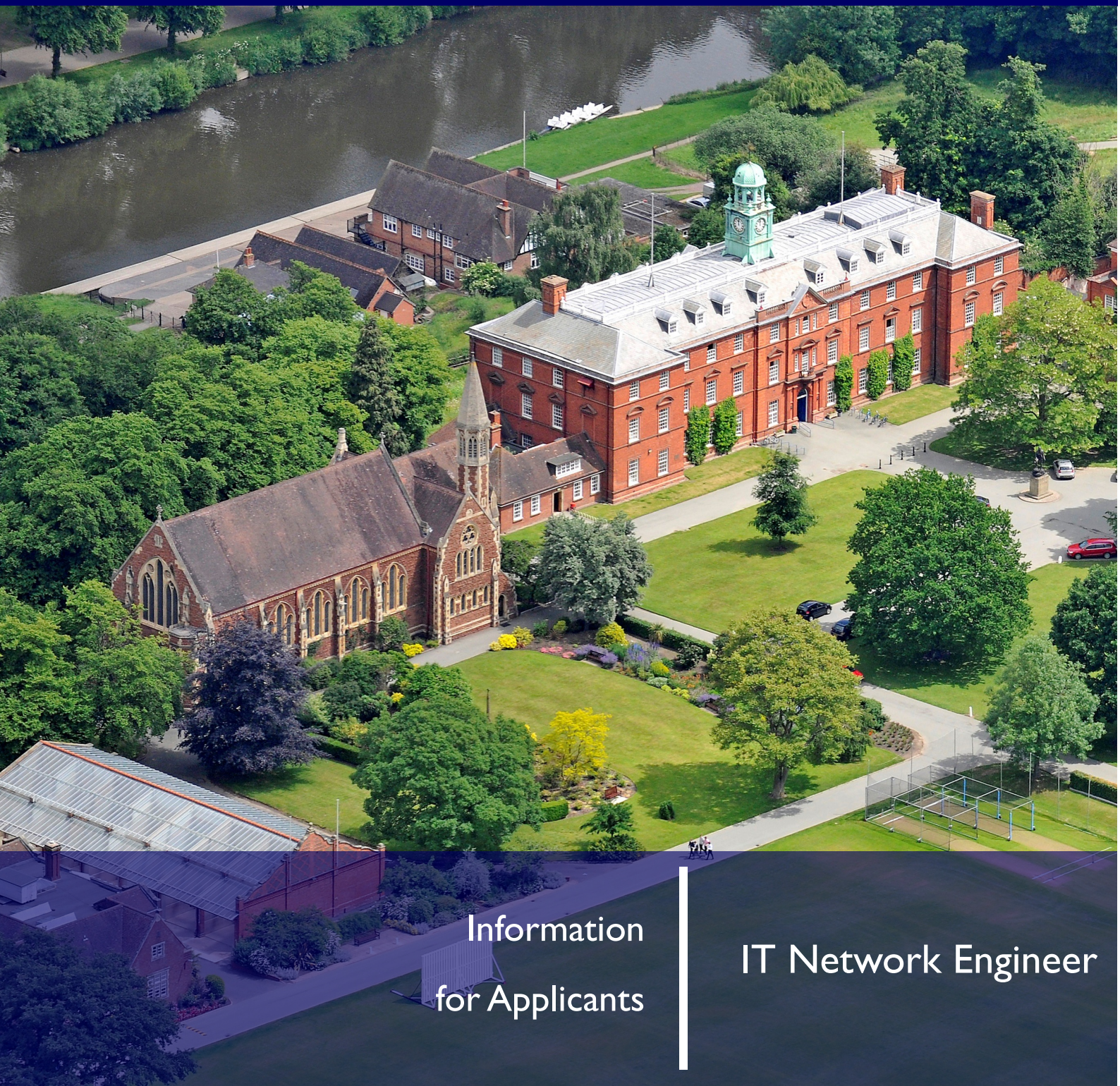




SHREWSBURY SCHOOL



Information
for Applicants

IT Network Engineer

Shrewsbury School, The Schools, Shrewsbury, SY3 7BA 01743 280834, recruitment@shrewsbury.org.uk

Shrewsbury School is a Registered Charity, No. 528413.



SHREWSBURY SCHOOL

Headmaster's Welcome



Having moved to Shropshire with my wife and young family relatively recently, I can speak with first-hand experience of the warmth of welcome offered by the School community and indeed within the town of Shrewsbury. It really is a friendly, gentle yet invigorating place to live and work.

The School's 110 acres have the feel of a village gathered around a green. Stunning architecture complements the natural beauty of ancient trees and open spaces that are meticulously maintained. We wholeheartedly believe that children and staff alike respond to the inspiration of their surroundings. There can surely be fewer more uplifting places in which to live, work and learn. Staff morale is high and there is a shared sense of purpose which is energising. The pupils are a diverse crowd who are united by a willingness to participate and enjoy all that the school has to offer.

We have an excellent staff development programme ensuring that colleagues are stimulated to keep growing as professionals.

Above all, it is a community where the individual is celebrated and encouraged to become the fullest and best version of her or himself: this goes as much for the staff as it does the children in our care.

Thank you for your interest in Shrewsbury School. I hope that this document will encourage you to go ahead with an application for this very important role.



SHREWSBURY SCHOOL

IT Network Engineer

Job Description:

Main Purpose of Role

The Network Engineer role is mainly a "hands on" technical position that will develop and maintain to a high standard, the security, functionality and integrity of all of the school's network infrastructure and systems. The role, in liaison with the Director of IT Services, will support the day to day running, integration and development of school's IT and optimise system efficiencies in response to technological advances and the needs of the School.

Main Responsibilities:

The duties and responsibilities are not comprehensive but an illustration of the IT Network Engineer's main responsibilities, which will vary from time-to-time. The job role will include any other tasks within the position holder's competence that may be reasonably required by the School. The IT Network Engineer is required to have a flexible approach to working duties and hours.

Although the IT Network Engineer will be line managed by the Director of IT, the position holder will be expected to display the ability to work independently and autonomously to ensure that an effective IT service is delivered to the school by carrying out the following job description:-

Network Infrastructure:

- To manage the IT Network service within the school to ensure the availability, capacity and performance levels are sufficient to support the teaching, learning, management and administration objectives of the school.
- To design and provide a robust, resilient, fault tolerant network infrastructure; ensuring that the integrity of the School's IT Infrastructure is maintained whilst identifying and remedying any weaknesses.
- To continue to modernise, upgrade and rationalise existing services.
- Responsibility for installing, upgrading, configuring, testing, maintaining and troubleshooting network hardware and software including Dell VXrail, VMWare & Microsoft servers & an Aruba Wireless network.
- Responsibility for backup management by installing, configuring and administering Microsoft shadow copy, Veam software, server tape drives and media; ensuring these are maintained and changed in accordance to school policies. Data would need to be backed up and restored when necessary.
- Managing internal and external server infrastructure and general housekeeping including the setting up and archiving of system user accounts, redundant files, sharing of drives and files and ensuring a secure environment by using Microsoft NTFS file permissions, Microsoft Group Policies, Active Directory and Deployment services, Sophos antivirus, antispam, web filtering and other best practice security techniques.
- Liaising with outside agencies for faults/repairs of hardware/software that is under warranty and/or is part of a service level agreement.
- To maintain Risk Assessments for the network infrastructure.
- Managing, monitoring & prioritising of help desk jobs within the IT Team.
- Production of reports, technical manuals, user guides, network topologies and equipment inventories.



SHREWSBURY SCHOOL

Job Description Continued:

Network Infrastructure continued:

- Auditing, testing, branding and logging of new hardware/software on arrival in the network inventory.
- To design, implement and develop the Network disaster management plans & shut down/switch on procedures.
- Helping staff and students with hardware and software problems arising from the use of IT equipment within the classroom & across the school.
- Giving advice to staff, students, Director of IT Services and The Head of Digital Learning regarding IT matters.
- Communication with the Director of IT Services to illustrate progress and issues regarding network support
- Ensuring a clean and tidy work environment in compliance with health and safety laws.

Security

- To design, develop and enhance systems to manage the security of privately owned systems connected to the network.
- To be responsible for the security of the network both internally and externally.
- To manage, develop and configure internal and external firewalls.
- To develop audit trails and manage reporting systems.

Budget Responsibility

- Oversee purchase replacement of IT hardware, software and consumables in accordance with the purchasing policy and procedures.
- Ensure licensing compliance, working with the IT Network Technician & Director of IT Services.

Management of Staff

- To deputise in the absence of the Director of IT Services.
- To establish and maintain good working relationships within the IT team, ensuring teamwork and mutual support at all times.
- To supervise, agree and review work objectives for other IT staff in conjunction with the Director of IT Services.

Communication

- Information and communications received from the Director of IT Services, or other members of the Senior Management of the School should be acted upon and responded to appropriately.
- To ensure that the other members of the IT Team are kept informed regarding operational updates and changes.

General Responsibility

- To manage and configure the users on the system.
- To work in parallel with the IT Network Technician to ensure that AV provision is effective.
- To ensure that backups of sufficient depth and volume are held of all appropriate data.
- The IT Network Engineer will be expected to respond to work out of hours to resolve critical systems failures.
- To manage and be responsible for all year-round network support.
- To draw up weekend and out of hours rotas.
- To present a positive image of Shrewsbury School at all times, as well as maintaining professional and effective relationships with colleagues, pupils and external people.



SHREWSBURY SCHOOL

Job Description Continued:

Personal Development and Training:

- To maintain personal and professional development to meet the changing demands of the Department; to be prepared to attend training courses as and when required. Courses may be held away from your normal place of work.
- To adhere to all Health and Safety policies, practices and procedures and bring to the immediate attention of the Director of IT Services any activity or occurrence which may prove a danger to yourself or others.

Safeguarding & Child Protection:

- Shrewsbury School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- The postholder must comply with the School's Safeguarding & Child Protection policy at all times.
- The postholder must undergo safeguarding & Child Protection training as directed by the Line Manager.





SHREWSBURY SCHOOL

Person Specification:

A = Application form, D = Documents, I = Interview, P = Presentation, T = Test/Exercise

Description	Essential	Desirable	Method used
Qualifications			
Degree or equivalent in computer science / networking or equivalent		✓	A / D / I
Microsoft or Cisco certified		✓	A / D / I
Work Experience			
A significant track record at a senior level in IT and experience as a Network Engineer.	✓		A / I / D / P
Experience in managing and directing the activities required to deliver an IT network service in a school.		✓	I / P
Must be able to demonstrate supervision skills to lead and motivate staff.		✓	I / D
Strong knowledge of networking and security technologies.	✓		I / D / P
Proven knowledge of storage, backup and disaster recovery solutions.	✓		A / I
Experience of maintaining budgets		✓	A / I
Trouble-shooting system and network problems	✓		A / I / D
Broad knowledge of school/office equipment and services, and of their appropriateness to an education environment.		✓	A / I
Specialist Knowledge			
Management and configuration of Dell VX Rail, VMware, Microsoft virtual servers, Allied Telesis switches & Aruba Wireless networking components or their equivalent.	✓		A / I
Other / Special Working Conditions			
To be prepared, on occasions, to work outside of normal hours.	✓		A / I
Possess cultural awareness and sensitivity in working towards the aims of the School	✓		A / I / D
Essentially you must have a very flexible approach to direct the necessary management and maintenance tasks required to deliver an effective IT service to the School community	✓		A / I / D



SHREWSBURY SCHOOL

Person Specification continued:

A = Application form, D = Documents, I = Interview, P = Presentation, T = Test/Exercise

Description	Essential	Desirable	Method used
Specialist Knowledge continued...			
Knowledge and experience of: Microsoft (MS) Windows Servers & Desktop PCs MS Azure, Active Directory & Office 365 • Adobe CC • Microsoft Surface and other BYOD devices • Kyocera printers • Smoothwall firewall • ISAMS management system, SharePoint VLE, SOCS & My School Portal • Solar Winds Helpdesk • Sage finance system • CCTV, Door access system & Sky TV • NEC IP telephone system Salamander & VB Scripting synchronization tools		✓	A / I
Personal Skills			
Capable of working under pressure and producing a consistently high standard of work.	✓		A / I / D / P
Proven ability to be able to successfully work independently and autonomously.	✓		I / P
Ability to self motivate, confident and assertive		✓	I / D
Proven leadership and staff management skills	✓		I / D / P
Ability to work as part of an established team	✓		A / I
Must be able to project manage and problem solve	✓		A / I
Excellent interpersonal, communication and organisational skills	✓		A / I / D
Customer focused	✓		A / I
Must have a confident disposition with the ability to present and translate technical information at meetings.	✓		I / D / P



SHREWSBURY SCHOOL

Location

Shrewsbury School lies on the outskirts of the town of Shrewsbury, approximately 50 miles west of Birmingham, and 75 miles south of Manchester. Shrewsbury is served by Virgin trains from London Euston (by changing at Birmingham New Street or Wolverhampton). There are also regular services from Birmingham, Manchester, Liverpool, Oxford, Cardiff and Bristol. The international airports of Birmingham, Manchester, Liverpool and East Midlands are all between an hour and an hour-and-a-half away (by car or rail).

Shrewsbury is the county town of Shropshire and just nine miles from the Welsh border, and is almost completely encircled by the River Severn. Perched on its vantage point directly above the river bank, the School is a ten-minute walk from the town centre and enjoys a fine view of it across an extensive park ('The Quarry'), which plays host each August to the Shrewsbury Flower Show, the longest-running flower show in the world.



Part of the town's medieval street plan still exists, with many 'shutts' and 'passages' – a maze of narrow alleys, which criss-cross the town centre. Throughout the town there are numerous boutiques and quirky independent shops, restaurants and cafés, and a huge indoor market which won the title of 'Britain's Favourite Market' in 2018. Our Theatre Severn attracts some big acts from Comedians to Musicals. Shrewsbury is one of the few places in



the UK where the independent shops outnumber the big chains – one of the reasons it has earned the title of 'Healthiest High Street in the UK'. It also carries the distinction of being named twice in the last two years by Rightmove among the top 10 happiest places to Live in the UK, and has purple flag status for town safety. Nearby, the Shropshire Hills and the historic towns of Ironbridge and Much Wenlock are within easy access. Although slightly further afield,

we are well positioned to enjoy the benefits of the mountains and coastline of North and Mid Wales. Shropshire offers a wide range of primary, junior and preparatory schools, both independent and state maintained. Many are small village schools set within a close knit community. The School is in easy walking distance to some of the main residential areas of the outskirts of the town – Radbrook, Copthorne, Bellevue and Porthill.



SHREWSBURY SCHOOL

Teaching at Shrewsbury

Shrewsbury's academic provision endeavours to be exciting, challenging, responsive and versatile. We want pupils to be engaged in a learning process that combines inspirational experience with the sort of rigour and precision that will prepare children not only to produce the sort of spectacular public exam results that they so routinely do, but also to be empathetic, innovative and leading contributors to the world beyond the school gates.

We believe that education is the process by which children are brought into contact with the world and we take this responsibility very seriously, giving careful thought to the values and behaviours we model and communicate. Above all else, we aim to engender excitement and enjoyment and to cultivate a love of learning for its own sake both in the classroom and well beyond it!



Support staff at Shrewsbury

Support staff provide management and operational support, in various careers, which enables teachers to focus on the teaching and learning of our pupils. We believe that having motivated and enthusiastic staff who want to support teaching and learning is critical to our academic provision.

We will always strive to achieve the highest possible standards in the breadth and quality of our curriculum, the provision of our facilities and resources and achievements, whether academic, sporting, musical, theatrical or artistic, of our pupils and our staff.

Shrewsbury delights in the uniqueness of its education; a blend of values, traditions and inspiring people. Our staff are our greatest asset with both teaching and support staff inspiring our pupils through their dedicated professional support.



SHREWSBURY SCHOOL

Employment

We employ approximately 480 staff, across a wide range of occupational areas. We accept Newly Qualified Teachers, as well as recent graduates, work placements, apprentices and volunteers. All appointments are based on our safer recruitment interview process.

All new members of staff are given a comprehensive programme of induction to help familiarise them with Shrewsbury life. Their Line Managers and buddy mentors are there to assist the transition to Salopian life and support both professionally and personally.

Continuous Professional Development (CPD) is a key part of the support staff's structure throughout the year; Shrewsbury School is committed to the continuous professional development of its staff.

Individual training needs are identified both informally, through probationary reviews in the first 12 months of employment, and then through a formal Annual Appraisal Review Programme.



International Links

The links between Shrewsbury UK and its first licensed international sister school in Bangkok, the Riverside Campus, which opened in 2003, have grown stronger and stronger. 2016/17 saw further development of this link, with the signing of the Licence Agreement for a second school in Bangkok, Shrewsbury International School City Campus, to complement the success of the Riverside Campus. Now there are three Shrewsbury International Schools, the two in Bangkok and another in Hong Kong, which was opened in 2019, with further schools scheduled to open in China.



The international and mother school share a commitment to encouraging intellectual curiosity and respecting diversity, and have formed a close and effective partnership over the years. They exchange best practice and perspectives from their own operating contexts via regular staff visits and via Governors who sit on the Boards of both schools. Over the years Shrewsbury UK graduates have visited Bangkok to enjoy gap years there.



SHREWSBURY SCHOOL

Terms & Conditions

Salary: We offer a competitive salary which will be discussed with the successful applicant. Salary will be dependent upon qualifications and experience, based on the person specification requirements.

Hours: This position is a full-time role working during term-time and during school holidays.

Normal office hours are 40 hours per week. The successful person must be able to show a degree of flexibility in working hours as he/she will be required to work varied hours according to the needs of the school and commensurate with the level of this post. There will be approximately 6 weekends of being "on call" (incorporated into your salary) inclusive of 6 Saturday mornings of being "on site", which will be taken as TOIL. There will also be 2 Sunday evenings of "on call", which again will be taken as TOIL.

Shrewsbury School is a boarding school and therefore operates 24 hours a day, 7 days a week during term-time. Flexibility will be needed / expected to meet the demands of the School.

Holidays: The postholder will be entitled to enhanced holidays of 28 days per annum plus Statutory Bank Holidays.

(Please note that it will be necessary to work on Public Holidays which fall within term-time).

Pension: All support employees are eligible to join Shrewsbury School's Pension Scheme (employee 5%, employer 7.5%).

Other Benefits: All employees may enjoy the following free benefits:

- Lunch in Kingsland Hall when kitchens are operational.
- Refreshments, tea and coffee.
- Use of the School Sports facilities to include swimming pool, gym, tennis courts, Squash courts etc.
- Access to the School library.





SHREWSBURY SCHOOL

Recruitment Guidance Notes

TERMS OF APPOINTMENT

Under the Department of Education's Keeping Children Safe in Education Regulations we have a legal duty to follow safer recruitment checks. Therefore any appointment will be subject to the following:

EMPLOYMENT CHECKS

Application Form:

All candidates must complete our application form to be considered for a job. You must list your employment history from the date you left full-time education and give details of any employment gaps.

Note: *CVs are not accepted.*

References:

In order to assess candidates' suitability we shall request at least three references.

Please note that in accordance with safe recruitment regulations Shrewsbury School will follow up written references with a telephone call to the referee.

Right to work in the UK:

If you are invited to attend an interview you will be asked to bring identification with you to confirm your right to work in the UK.

Evidence of qualifications:

If you are invited to attend an interview you will be asked to bring evidence of the qualifications listed on your application form.

Medical Fitness:

If successfully appointed, you will be asked to complete a medical questionnaire and if necessary a satisfactory report from your GP.

DBS Disclosure and other checks:

If you have ever been convicted of a criminal offence, bound over or cautioned, you must read carefully the section of the application form headed criminal convictions. The appointment is subject to a satisfactory Enhanced Disclosure & Barring Service (DBS) Certificate.

If you have spent time abroad for 3 months or more in the last 5 years you will be required to obtain an overseas check from that country. The school will support the successful candidate through this process.

In addition we will check for any prohibitions, sanctions and restrictions that might prevent candidates from working with children or young people, or taking part in certain activities or working in specific positions.



SHREWSBURY SCHOOL

The Application Process



Please read the Recruitment Guidance Notes on the last page before starting your application. In addition we would like to refer you to our website (www.shrewsbury.org.uk/page/job-vacancies) where all candidates applying for our job vacancies should read the policies on this page).

If you would like to apply, please complete the application form together with a covering letter. Please ensure that you give your full employment history, including details of any gaps in employment from when you left full time education.

Please email your covering letter and application form as either 'Word' or 'PDF' documents to:

recruitment@shrewsbury.org.uk

Alternatively, you may prefer to send a printed copy addressed to:

Shrewsbury School, HR Dept, The Schools, Shrewsbury, Shropshire, SY3 7BA

Closing date: 12pm, Monday 17 October 2022

Interviews: Tuesday, 25 October 2022

Short-listing will take place in November and candidates will be informed if they have been invited to attend an interview. If you have not heard from us by 24 October 2022 you will not have been short listed to attend an interview. Thank you for your interest in Shrewsbury School, if you have any questions please do get in touch with us.

Shrewsbury School

The Schools, Alington Hall, Shrewsbury, Shropshire, SY3 7BA

(01743) 280834

