

Northern Education Trust
Post: Executive director of digital & IT
PERSON SPECIFICATION

			Assessed by:	
No	Categories	Essential / Desirable	App Form	Interview / Task
QUALIFICATIONS				
1.	Degree-level qualification or equivalent demonstrable executive experience in Information Technology, Data Analytics, Computer Science, Business Transformation, or a related field.	E	✓	✓
2.	Recognised professional qualification or accreditation in IT Service Management, Project/Programme Management, Data Governance, or Cyber Security (e.g., ITIL, PRINCE2, Agile, Togaf, CISM)	D	✓	✓
3.	Evidence of continuous professional development relevant to digital transformation, data analytics, education technology, or Artificial Intelligence in education.	E	✓	✓
EXPERIENCE				
4.	Proven track record of senior strategic leadership, leading digital transformation and technology functions within a multi-site organisation (preferably Multi-Academy Trust, Education, or Public Sector)	E	✓	✓
5.	Experience in direct line management and professional development of senior technical leaders	E	✓	✓
6.	Successful experience formulating, articulating, and delivering multi-year digital and education technology strategies that demonstrably improve operational efficiency and/or educational outcomes	E	✓	✓
7.	Significant experience overseeing large-scale capital and revenue IT budgets, commercial negotiations, procurement, and contract management	E	✓	✓
8.	Experience leading enterprise-wide change management, fostering digital confidence and data literacy across diverse user groups	E	✓	✓

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9.	Experience in leading technology integration strategies for new organisations or schools joining a trust/group	D	✓	✓
ABILITIES, SKILLS AND KNOWLEDGE				
10.	Deep understanding of current DfE Digital and Technology Standards, DfE AI guidelines, Keeping Children Safe in Education (KCSIE) filtering/monitoring requirements, and GDPR/data protection regulations.	E	✓	✓
11.	Strategic vision for the ethical, safe, and effective integration of Artificial Intelligence (AI), data analytics and emerging technologies in educational and central environments	E	✓	✓
12.	Strong operational and strategic understanding of cloud enterprise environments, network architecture, cyber resilience (e.g., Cyber Essentials), and disaster recovery principles.	E	✓	✓
13.	Knowledge of how technology supports data systems, curriculum delivery, assessment, pedagogy, and inclusion across primary and secondary settings	D	✓	✓
14.	High emotional intelligence and diplomatic leadership style, capable of building collaborative working relationships across educational, operational, and central team functions	E	✓	✓
15.	Strategic and analytical thinker with sound judgement, capable of balancing innovation with risk management, compliance, and budget sustainability	E	✓	✓
PERSONAL QUALITIES				
18.	Outstanding communication skills—able to translate complex technical concepts into clear strategic language for non-technical leaders	E	✓	✓
19.	Commitment to safeguarding and promoting the welfare of children	E	✓	✓
20.	A flexible approach and a strong work ethic	E	✓	✓

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21.	A strong commitment to the trust vision and values	E	✓	✓

NET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.