

Director of Digital, Data & Technology

**£120,000 – £140,000 + Bonus + Private
Medical Insurance + Harris Benefits**

Harris Federation

How To Apply

Please visit www.harriscareers.org.uk to apply online and submit your application. We only accept applications submitted before the closing date via our careers website. Please refer to the last page of this candidate pack and our website for guidance on applying to opportunities within the 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 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. [Visit our website](#) to discover more.

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 Digital, Data & Technology will provide strategic leadership for all digital, data, technology and cyber security services across the Harris Federation. This role is responsible for defining and delivering a trust-wide digital strategy that enables outstanding education, operational excellence, and growth.

Reporting to the Shared Services Director, the Director of Digital, Data & Technology will act as a trusted advisor to the CEO, Executive Team, Trustees and Governors on all matters relating to digital, data, cyber security and emerging technologies.

The postholder will lead a large, multi-disciplinary function spanning Infrastructure, Service Delivery, Cyber Security, Data and MIS, Digital Transformation and Digital Learning, with both central and academy based teams.

Main Areas of Responsibility

Strategic Leadership & Digital Transformation

- Develop and review a Federation-wide digital, data and technology strategy aligned to educational priorities and organisational objectives.
- Lead digital transformation across both educational delivery and business operations, driving innovation and continuous improvement.
- Act as a key advisor to senior leaders to ensure technology enables curriculum excellence, operational efficiency and student outcomes.
- Establish clear digital vision, roadmap and maturity model across academies.

IT & Enterprise Technology Leadership

- Provide strategic oversight of all IT services including infrastructure, cloud platforms, networks, applications and end-user computing.
- Define and implement a cloud-first, enterprise architecture strategy (including Microsoft 365 and Azure ecosystems).
- Ensure systems are scalable, resilient and aligned to the Federation's growth strategy.
- Oversee integration and optimisation of core platforms including MIS, finance, HR and education technologies.

Leadership & Stakeholder Engagement

- Lead, develop and inspire a high-performing, multi-disciplinary digital, data and technology function.
- Build strong relationships with school leaders, senior executives and external partners.
- Provide clear and insightful reporting to the CEO, Executive Team and Board on performance, risk and strategy.

Operations

- Define and implement an effective central vs academy IT operating model
- Lead the onboarding and integration of new academies into the Federation's digital infrastructure.

- Ensure consistent standards, whilst allowing appropriate flexibility at academy level.

Data & Analytics

- Lead a modern data and analytics function, enabling evidence-based decision making across the Federation.
- Develop and implement a trust-wide data strategy including architecture, governance, quality and accessibility.
- Deliver advanced analytics capability, including dashboards, predictive insights and performance reporting.
- Ensure effective use of data to support school improvement, safeguarding, attendance and attainment.

Cyber Security & Risk

- Implement a comprehensive cyber security and resilience strategy, aligned to national best practice.
- Lead on cyber risk management, threat intelligence, incident response and recovery planning.
- Ensure robust compliance with data protection and information governance requirements.
- Promote a culture of cyber awareness and accountability across all staff.

AI, Automation & Innovation

- Work collectively with Education Directors and Shared Services departments to support the Federation's approach to AI, automation and emerging technologies.
- Work collaboratively with Education Directors and academy Senior Leaders to identify and deploy solutions to enhance teaching and learning, improve operational efficiency and reduce administrative burden.
- Establish governance frameworks for the ethical, safe and effective use of AI.
- Drive and support innovation through partnerships with technology providers and the wider education sector.

Service Delivery & User Experience

- Ensure delivery of high-quality, reliable and responsive IT services to academies and central teams.
- Develop and maintain a strong service management framework, including SLAs, performance metrics and continuous improvement.
- Enhance end-user experience for staff and students through modern, accessible and intuitive technology solutions.

Programme Delivery & Change

- Sponsor and oversee a portfolio of major transformation programmes and projects.
- Ensure robust programme governance, business case development and benefits realisation.
- Lead organisational change to support adoption of new systems, processes and ways of working.
- Lead on technology and data requirements and projects to onboard and integrate any new schools that may join the trust.

Commercial, Procurement & Resources

- Manage a substantial IT and digital budget, ensuring value for money and strategic investment.
- Lead procurement of technology services and solutions, establishing effective supplier partnerships.
- Optimise resource allocation across central and academy-based teams.

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	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Degree or equivalent qualification in a relevant technical discipline 	<ul style="list-style-type: none"> • Postgraduate qualification or relevant professional accreditation
Experience, Skills and Knowledge	<ul style="list-style-type: none"> • Senior leadership experience as a CDIO, CIO, CTO or equivalent, leading large-scale digital, data and technology functions • Proven success in delivering enterprise-wide digital transformation in a complex organisation • Experience developing and executing digital, data and technology strategies • Strong understanding of cloud technologies (Microsoft 365, Azure) and enterprise architecture • Expertise in cyber security, risk management and information governance • Experience building and leading data and analytics capabilities • Demonstrable experience of delivering large-scale programmes and managing substantial budgets • Ability to influence and engage senior stakeholders, including boards and executive teams 	<ul style="list-style-type: none"> • Experience within education, public sector or not-for-profit organisations • Understanding of multi-academy trust operations and education technologies (MIS systems) • Experience leading AI, automation or advanced analytics initiatives
Attributes	<ul style="list-style-type: none"> • Strategic thinker with the ability to translate vision into delivery • Strong leadership and people development capability • Exceptional communication and stakeholder engagement skills • High level of commercial awareness and financial management • Collaborative and adaptable approach in a complex, multi-site organisation • Commitment to innovation, continuous improvement and excellence • 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

Applying For The Position

We encourage you to apply as soon as possible as we may interview and offer to a candidate before the closing date. Please note that we only accept applications submitted before the closing date via our careers website.

Thank you for your interest in the Harris Federation. We look forward to receiving your application.

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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