



ROLE SPECIFICATION

Network and Cybersecurity Engineer

Context

Morrison's Academy is a friendly, family-oriented day school in the heart of rural Perthshire. Generations of Morrisonians have benefited from the school's rich blend of academic, artistic and sporting experiences, going on to make their mark on the world as Olympic athletes, ground-breaking scientists, award-winning actors, adventurers, politicians and professionals. Our long tradition of academic success in boys and girls from 2 to 18 continues today with a contemporary Scottish curriculum and a programme of independent, child-centred learning that builds emotional intelligence, creativity and life skills, and encourages every child to strive for their highest. Our school roll of 550 young people and over 120 staff are all active members of the local community, and we all know and support one another, working together as a team to put pupils and parents first. We embody this culture in everything we do, delivering excellence in teaching and nurturing the individual to encourage every child to flourish.



The School is committed to our programme of ongoing development and modernisation. Our cutting-edge Nursery sets the standard for excellence at our main campus in the centre of Crieff, and our newly-completed all-weather pitch allows year-round matches and training at our off-site outdoor sports campus. There is also a detailed plan of redevelopment and restoration to the school's magnificent original buildings, erected when the school was founded in 1860.



Our young people are a delight to teach, and the staff and governors are helpful and supportive. Crieff is a vibrant community in a beautiful part of the country, at the gateway to the Highlands and in easy reach of the Central Belt. The Morrison's family is friendly and progressive; we have high expectations of one another and the confidence to encourage innovation.



We are committed to the career-long professional learning of all our staff. Our programme of Performance Reviews and generous CLPL budget promotes continuous improvement within and beyond the classroom, with plenty of scope for colleagues to pursue interests and specialisms.

Network and Cybersecurity Engineer

Role

The Network and Cybersecurity Engineer is responsible for managing and securing the school's network infrastructure and cybersecurity systems. The role includes responsibility for strategic IT planning, managing cybersecurity policies, ensuring network resilience, and leading technical projects. This role is an integral part of the IT department and works collaboratively with the IT Services and MIS Manager and Director of Digital Strategy, ensuring alignment in infrastructure, cybersecurity, educational delivery and business operations.

Qualifications

Essential:

- **Education:** HNC/BSc in Computer Science, Network Engineering, Cybersecurity, or a related technical field (or equivalent professional experience).
- **Certifications:**
 - **Network Certification:** Microsoft Azure Certified (e.g., Azure Administrator Associate, Azure Security Engineer Associate), CompTIA A+/Network+/Security+ or equivalent industry-recognised certifications, Cisco Certified Network Associate (CCNA).
 - **Cloud Certification:** Google Cloud Certified (e.g., Google Professional Cloud Architect or Associate Cloud Engineer), Certified Information Systems Security Professional (CISSP) or similar cybersecurity certification is desirable.
- **Experience:** Leading network change initiatives including CAPEX projects, including overseeing the implementation of network infrastructure upgrades and migrations.
- **Skills:** Strong problem-solving and communication skills, Organisational skills with attention to detail and the ability to prioritise tasks effectively
- **Technical Expertise:**
 - **Systems:** Windows Server, Office 365, Google Workspace, SQL, Virtualisation platforms (VMware, Hyper-V).
 - **Networking:** TCP/IP, Active Directory, DNS, DHCP, VPNs, firewalls (e.g., Palo Alto, Cisco ASA).
 - **Cybersecurity:** Network security, endpoint protection (e.g., Sophos, Windows Defender), intrusion detection systems, vulnerability assessments, penetration testing, and data protection regulations.
 - **Cloud Services Management:** Microsoft Azure, Azure AD, Microsoft Intune, Google Cloud Platform (GCP), Google Admin Console.
 - **Scripting:** Basic scripting skills in PowerShell, Python, or Bash for automation and configuration.

Desirable:

- Knowledge of enterprise networking and security solutions
- Familiarity with firewall and backup solutions (e.g., Palo Alto Firewalls, Veeam Backup).
- Experience with print and device management solutions (e.g., Jamf MDM, Papercut, Paxton Access Control).
Knowledge of Linux administration and 3D printing.
- Experience with cloud-based IT management (Azure AD, Microsoft Intune, Google Cloud Admin Console).

Reports To

The Head of Finance

Principal Tasks

Network Infrastructure Management

- Assume full responsibility for the design, maintenance, and development of the school's wired, wireless, and cloud-based network infrastructure.
- Manage network systems including switches, routers, firewalls, VPNs, wireless controllers, and access points.
- Monitor network performance, troubleshoot issues, and ensure high availability and reliability of network services.
- Lead network upgrades, expansions, and migrations in line with industry best practice and future school needs.
- Maintain up-to-date network documentation, including diagrams, inventories, and technical specifications.
- Maintain and support the infrastructure for school communication systems, including broadband connectivity, email services, and telephony platforms, ensuring reliable operation and compliance with cybersecurity policies.

Cybersecurity Management

- Develop, implement, and maintain cybersecurity policies, procedures, and technical controls aligned with recognised frameworks (e.g., Cyber Essentials, ISO 27001).
- Oversee endpoint protection, firewall configurations, intrusion detection/prevention systems, and vulnerability management.
- Conduct regular risk assessments, penetration testing, and security audits to identify and mitigate vulnerabilities.
- Lead the school's response to cybersecurity incidents, including investigation, reporting, and remediation.
- Deliver cybersecurity training and awareness programmes to staff and students.

Cloud Services Administration

- Manage and develop the school's cloud services architecture, including Microsoft Azure, Azure Active Directory, Microsoft Intune, and Google Cloud Platform.
- Implement and maintain secure identity and access management (IAM) across cloud platforms.
- Oversee backup, disaster recovery, and business continuity solutions in cloud environments.
- Ensure cloud services are configured and maintained in accordance with security and compliance standards.

IT Project Leadership

- Lead the planning, budgeting, and delivery of network, cybersecurity, and infrastructure capital projects.
- Provide technical leadership and act as the key subject matter expert for internal and external IT projects.
- Liaise with suppliers, managed service providers, and contractors to deliver complex IT projects on time and within budget.
- Ensure that project outcomes are scalable, secure, and aligned with the school's strategic IT roadmap.
- Take ownership of the capital expenditure (CapEx) planning and budgeting for network, infrastructure, and cybersecurity projects, ensuring alignment with the school's financial procedures and strategic priorities.

System and Asset Management

- Manage and maintain core IT systems, including servers, storage, databases, and cloud resources.
- Administer endpoint management platforms, including user account management (e.g., MDM for Apple and Windows devices).
- Maintain an accurate inventory of all IT assets and network components.

Documentation, Policy, and Compliance

- Develop and maintain technical documentation including network topologies, cybersecurity policies, system configurations, and disaster recovery plans.
- Ensure compliance with data protection legislation (e.g., UK GDPR) and sector-specific IT standards.
- Regularly review and update IT and cybersecurity policies, aligning them with evolving threats and regulatory requirements.

Professional Development and Strategic Advice

- Stay current with emerging trends in cybersecurity, networking, and cloud services.
- Advise the Digital Strategy group and senior leadership on technological developments, risks, and investment needs.
- Continually seek to enhance the security, reliability, and efficiency of the school's digital environment.

IT Support, Secure Examinations, and Out-of-Hours Coverage

- Provide high-level technical support for escalated IT Help Desk queries, ensuring timely resolution and excellent service delivery.
- Co-manage the school IT budget for operational expenditure, supporting effective financial planning and resource allocation.
- Support the setup, management, and troubleshooting of secure digital examinations, ensuring compliance with exam security protocols.
- Provide flexible out-of-hours coverage, including evenings and weekends, during critical periods such as major school events, system maintenance windows, and examination seasons.
- Provide emergency technical support for IT incidents, including out-of-hours coverage during school events, examinations, or system failures.

This role specification is intended to convey a broad outline of the position and responsibilities. It is not definitive and will be mutually reviewed on a biennial basis as a normal part of the quality assurance process.

Hours of Work: 35 hours per week, typically worked between 08:15 and 16:45, with core hours being 08:20 to 09:00 to support peak demand.

Flexibility will be required to meet the demands of the role, particularly during busy periods such as examinations, school events, or planned IT system upgrades. Occasional evening or weekend work may be required to ensure system stability and support during critical times.

Leave Entitlement: Leave should normally be scheduled during school holiday periods to minimise disruption, unless otherwise agreed with the Senior Leadership Team.

Salary Scale: Salary will be linked to a Point on Morrison's Academy Support Staff Pay Scale depending on experience.

What is it like to work at Morrison's Academy?

Teacher of Modern Foreign Languages - Sam Thiel joined Morrison's Academy August 2022

"Ever since I first entered the beautiful school grounds on the morning of my interview, the stunning scenery and family feel at Morrison's Academy have never ceased to amaze me. Having worked with young people in different countries and a variety of educational settings I wanted to take the next step in my teaching career in an ambitious and innovative school. While I must admit that the thought of transitioning to the independent sector and joining a school with such a long tradition of academic success may have been daunting at first, I am grateful for all the amazing opportunities I have been given and for the fantastic pupils and colleagues I have been working with since I started teaching at Morrison's Academy in 2022.

The strong connections with my students and their curiosity as well as the inspiring commitment of my colleagues and how much they care about our pupils make a real difference in my work as a teacher. When you speak to our students and staff, you will sense that the school values at Morrison's are not just words on our walls but what we aim to be. Our pupils are always striving for the highest, and the small class sizes and excellent equipment in our school allow me to fully support them in achieving their potential and in developing as people. I can inspire their love for languages in my lessons, build meaningful relationships with them during Form Time, provide individual support as a mentor, and get involved in the wide range of co-curricular activities we offer to help pupils develop their interests and talents - all while continuing my own professional development and contributing to the development of our school, e.g. in the Pioneer Teachers and our Teaching & Learning Groups. By organising our exchange with a German school I can also show my pupils where I grew up and how languages help them experience different cultures and meet new people!

Having moved to nearby Stirlingshire and enjoying the scenic drive to Crieff every day, I can honestly say that Morrison's has become my new home away from home, and if you are also looking for a school which blends history with vision and tradition with innovation and where you can work with wonderful pupils and amazing colleagues, joining Morrison's Academy will certainly be the perfect opportunity for you to thrive inside and outside your classroom."

Alex Wylie, Head of Geography, Teaching and Learning Coordinator Joined Morrison's Academy August 2010

"I joined Morrison's back in 2010 after having spent my career working in urban schools in both London and Glasgow. It is fair to say that the location of this school makes it the polar opposite to the environments I was used to working in. The setting of this school is spectacular and is very much woven into the fabric of the life of this school. Our setting affords staff and students the opportunity to engage in a wide range of activities not available to those in urban settings and our clubs and social activities reflect this. I myself now run a range of academic focused field trips that make use of this setting but more than that I have the opportunity to take a running club out into the hills every week. The wider life of our school reflects this rural setting as all staff are afforded the freedom to pursue their personal interests through engaging in our co-curricular programme.

Another aspect of life at Morrison's that quickly struck me was the interconnections between our Primary and Secondary and within my first week, I was working with Primary classes and colleagues either in my role as a

Geography teacher or as part of our Learning for Life Program. As a consequence of this, our younger students already know the senior school and its teachers before they even move up.

The final aspect that you quickly become aware of at Morrison's is the range of opportunities you get as a staff member to develop your practice, especially important for those interested in career development. Whole school policies are often directed by staff members and developments are widely consulted on with working groups meeting regularly to drive forward school initiatives. This gives staff the opportunity to engage in leadership as well as develop their own practise. This is supported by a thriving Teaching and Learning development group that helps steer pedagogy in our school as well as a Pioneer Teachers group that engages in reading around key themes in education. Where I work and the young people I get to work with everyday is why I am still here after 13 years."

Emma Hamilton, Teacher of Art, Joined Morrison's Academy August 2020

"I arrived to teach at Morrison's in perhaps the most challenging of times, literally thrown into online teaching as the pandemic hit. I immediately felt part of Morrison's "family" despite the difficult circumstances as in a tight knit small school, there is a great sense of community and collegiate support. Speaking from the experience of teaching in a number of state schools, the other difference which was marked for me was classroom behaviour and being able to share the enjoyment and knowledge I have of my subject with pupils who are keen and eager to learn."

Katy Grassick, Teacher Assistant Primary joined Morrison's Academy in February 2017

"Morrison's Academy has given me the opportunity to train and progress in my role, beyond what I had ever expected when I first accepted a job here. Our school instantly has the feel of a small community from the moment you first walk through the gates. Our families are keen to be active in their children's schooling and are delighted to be involved in any way that they can. I work within a kind, supportive team who are always willing to share their experience and knowledge. We all aspire to give these incredible children an excellent education in the classroom and prepare them for life beyond Morrison's Academy. Everyday I am inspired by my colleagues' teaching and everyday is full of variety and fresh challenges. Most of all, I am lucky to be involved in educating children who are filled with such wonder and joy at learning. The children are at the heart of everything we do at this school."