

The Leicestershire College

Job Description

1. Job Details

Job Title:	Network Manager
Department:	IT Services
Reporting To:	Executive Director of IT & Transformation
Competency Level:	Business Support 3
Hay Grade:	G4/5
Salary:	£38,690 - £44,255 per annum
Date of Job Evaluation:	February 2026
Date:	May 2026

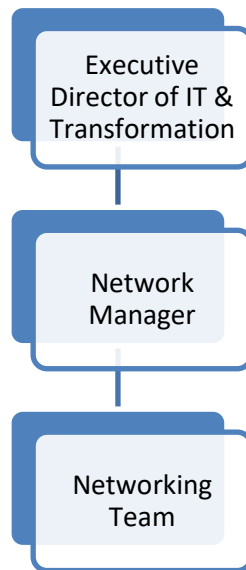
2. Job Purpose

To provide strategic management, operational ownership, and continuous improvement of the College Group's network and connectivity services, including network-layer cyber security controls, ensuring secure, resilient, and scalable network solutions that support teaching, learning, and business operations across all campuses.

3. Dimensions

- Strategic and operational ownership of Group-wide LAN, WAN, wireless, firewall, and telephony services
- Accountability for network availability, performance, security, and compliance across multiple college sites
- Line management and professional development of networking staff
- Ownership of network-related supplier contracts, SLAs, KPIs, and service performance
- Accountability for network-related capital and revenue budgets, contributing to wider infrastructure investment planning
- Lead authority for all network architecture and connectivity services, working in close partnership with the Infrastructure Manager to ensure end-to-end service resilience

4. Organisation chart



5. Diversity and Inclusion

Loughborough College Group is committed to operating with Fairness, Respect, Equality, Diversity, Inclusion and Engagement at the heart of our organisation.

We are all responsible for ensuring that all individuals receive the same opportunities to develop, grow and achieve their full potential, regardless of personal circumstances and individual differences.

Our FREDIE values are relevant to the whole College community and support the way in which we work and interact with each other.



6. Key Responsibilities

Role specific responsibilities

Strategic Leadership & Governance

- Define and own the College Group network strategy, aligned to digital transformation and cyber security objectives
- Act as the design authority for all network architecture, standards, and roadmaps
- Ensure compliance with regulatory, security, and audit requirements

Network Operations & Resilience

- Ensure high availability, performance, and security of:
 - LAN and WAN connectivity
 - Wireless networks
 - Firewalls and perimeter security
 - Telephony and unified communications
- Own major incident management and root cause analysis for network-related outages
- Ensure robust business continuity and disaster recovery arrangements across the team

Cyber Security & Risk

- Lead the network security posture in conjunction with cybersecurity
- Ensure proactive monitoring, vulnerability management, and incident prevention
- Oversee SIEM, monitoring, and alerting platforms as required for Networking solutions

Leadership & People Management

- Line manage and develop network and infrastructure staff
- Provide technical leadership, mentoring, and succession planning
- Promote a culture of continuous improvement, documentation, and best practice

Supplier & Contract Management

- Manage third-party vendors, ISPs, and support partners
- Own network-related SLAs, service reviews, and contract performance
- Support procurement and tendering activities

Projects & Change

- Lead or contribute to infrastructure and digital transformation projects
- Ensure smooth transition from project delivery into live service
- Own network change management and risk assessment

Core Responsibilities

- To promote the College groups vision, mission and strategic objectives and to promote the values and behaviours which underpin them at all times.
- To act as an ambassador for the college group in dealings with all external agencies (other colleges, funding bodies, suppliers, learners, parents and employers) and to maintain the highest standards of professional conduct.
- To promote Loughborough College Group and its subsidiaries as the first-choice destination for learners, employers and staff alike.

- To proactively promote equality of opportunity in all aspects of the work role and to assist in the leadership and management of compliance to the agreed Health & Safety policy and practice.
- To promote a positive approach to security and discipline within the College community.

7. Key Result Areas

Action	Result
Define and maintain the College Group's enterprise network strategy to ensure alignment with digital transformation, cyber-security, and regulatory requirements.	The organisation operates on a secure, modern, and future-proof network platform.
Oversee the performance, availability, and security of LAN, WAN, wireless, firewalls, and telephony services to maintain resilient and high-performing connectivity across all sites.	Staff and students experience stable, secure, and uninterrupted services.
Develop, mentor, and lead network and infrastructure staff to build technical capability, succession strength, and a culture of best practice.	Team consistently delivers high-quality, well-documented, and continuously improving services.
Lead and contribute to infrastructure and digital transformation projects to ensure solutions are well-designed, secure, and transitioned smoothly into live service.	Change is delivered safely on time, and without negative operational impact.

8. Key Working Relationships and Communications

Internal: Staff and students

External: Third party partners, network vendors & ISPs, providers and regulatory & audit bodies.

9. Scope for Impact

The Network Manager has a significant strategic and operational impact on:

- Teaching and learning continuity
- Network-layer cyber security controls and resilience
- Digital transformation delivery
- Cost control and infrastructure sustainability across the College Group

10. Competency Profile

The following profile is a description of the required competencies of the role:

<p>Working with Excellent People</p> <p>Brings leadership qualities to supervisory skills; inspires others to be their best considering the FREDIE values.</p> <p>Effectively manages team to deliver a service, providing clear direction and support. Increases employee engagement Communicates with impact and sophistication; adapts style and uses varied media to meet different audience needs.</p>	<p>Responsiveness</p> <p>Supports change and supports colleagues in adapting to change. Looks for opportunities to do own job better; puts forward ideas. Always considers longer term impact of own tasks Uses a structured and collaborative approach to solving problems in own and related work areas.</p> <p>Reaches clear, definite and timely decisions based on thorough understanding of the facts and an eye to their practical implications. Multi-tasks and consistently delivers own and team objectives on time and to standard.</p>
<p>Ensuring Financial Sustainability</p> <p>Works efficiently; makes best use of the College's resources. Own work consistently contributes to the strategic aims of the College.</p>	<p>Self-Awareness</p> <p>Manages and improves health, safety and wellbeing of team; team or department comply fully with College policies.</p> <p>Improves diversity, equality and inclusion in own area; challenges inappropriate behaviours. Understands self and others; communicates with sensitivity; handles difficult people and events effectively.</p>
<p>Delivering Excellent Quality</p> <p>Anticipates customer needs; prevents poor service; delivers consistently high-quality service. Informs and promotes subject area convincingly; is an ambassador for the College's activities.</p> <p>Takes ownership for own development, supports that of others and develops beyond own role. Has an awareness of the different forms of digital content, tools and technologies that can meet specific needs of the role and understand the benefits and limitations.</p>	

11. Knowledge, Skills and Experience (Person Specification)

QUALIFICATIONS		ESSENTIAL	DESIRABLE	HOW ASSESSED
1.	IT related Degree or relevant professional experience		•	Certificates
2.	Networking fundamentals – CCNA/CCNP or equivalent experience	•		Application/ Certificates
3.	Possess qualifications in Maths and English Levels 4-9 (GCSE Grades A-C) or equivalent	•		Application/ Certificates
EXPERIENCE				
4.	Experience of working with Networking technologies (Firewalls, Campus Wireless, Layer 2-3 networking)	•		Application/ Interview
5.	Successful management of network documentation environments and support needs		•	Application/ Interview
6.	Experience in operating SIP phone systems and cloud-based solutions		•	Application/ Interview
7.	Experience of current Microsoft environments, OS & infrastructure elements	•		Interview
8.	Experience producing technical documentation to agreed quality standards		•	Application/ Interview
9.	Experience of Switching & Firewall management	•		Application/ Interview
10.	Experience owning service performance, budgets, and suppliers	•		Interview
11.	Proven experience managing technical team		•	Application/ Interview
12.	Exposure to project management disciplines		•	Interview
SKILLS & KNOWLEDGE				
13.	Excellent communication skills and personal presentation		•	Interview
14.	Enterprise network architecture and management expertise (multi-site)	•		Application/ Interview
15.	Technical expertise in WAN technologies, fibre, SFP+, ExpressRoute	•		Interview
16.	Technical expertise in regard to Network security, segmentation, Zero Trust principles	•		Interview
17.	Have technical expertise in SIEM, monitoring and performance tools	•		Interview
18.	Telephony and unified communications platforms expertise	•		Interview
19.	Strong stakeholder management and communication skills	•		Interview
20.	A calm and level-headed approach to high pressure situations		•	Interview
21.	Excellent organisational and time management skills	•		Interview
22.	Ability to work successfully with colleagues at all levels within the organisation	•		Interview
23.	Effective administration skills		•	Interview

24.	Demonstrate your understanding of diversity and inclusion	•		Application/ Interview
BEHAVIOURS				
25.	Adherence and support of College policies and procedures	•		Interview
26.	Ability to operate calmly under pressure and lead during major incidents	•		Interview
27.	Commitment to undertake the College Induction Programme upon commencement of employment	•		Interview
28.	Flexibility to be able to travel for cross-college inter-site purposes	•		Interview
29.	Understanding of and commitment to Equality and Diversity	•		Interview
30.	Promote the College's equal opportunities policy and practices	•		Interview
31.	Ensure the safeguarding of students	•		Interview

Notes

1. A satisfactory Enhanced Disclosure & Barring Service check is required for this post. Loughborough College Group is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
2. As part of this role, you are expected to undertake reasonable additional duties such as Exam Invigilation, Welcoming Students and Staff onto campus, supporting with open days and promoting a safe environment across the College Group. This is expected of you in the post mentioned above and all other posts within the College Group.
3. This job description and person specification was prepared in May 2026 and may be amended in light of changing circumstances following discussion with the post holder.

12. Job Description Agreement

Job Holder Signature		Date	
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