

**JOB DESCRIPTION**

<b>JOB TITLE:</b>	<b>SENIOR NETWORK SPECIALIST</b>
<b>BAND:</b>	<b>7</b>
<b>DEPARTMENT:</b>	<b>INFRASTRUCTURE &amp; UNIFIED COMMS</b>
<b>DIRECTORATE:</b>	<b>DIGITAL</b>
<b>REPORTING TO:</b>	<b>NETWORK MANAGER</b>
<b>ACCOUNTABLE TO:</b>	<b>ASSOCIATE DIRECTOR – DIGITAL OPERATIONS</b>

**JOB SUMMARY**

The Senior Network Specialist is a key member of the Network team. The post will act as a lead within the team for network management and support. The post holder is highly technical and provides design, support or advice to the Network Manager and the network team. The post holder is expected to be the knowledge repository or "go-to-person" for network support, maintenance, installations or configuration, and the relevant network management tools or technologies.

The post is a lead technical role in a team of specialist network staff, the role incorporates customer care, vendor or relationship management, operations and communications co-ordination. Take full ownership of network support issues from identification to resolution, capacity planning, proactive enhancements to the Trust network and working closely with development teams and senior business stakeholders to define infrastructure requirements and strategy. For all of these functions, the post holder is expected to understand, meet or exceed their customers' requirements and have the ability to explain complex network related issues to non-digital staff.

Responsibilities include:

- Installation and configuration of network devices
- Take a lead in proactively resolving complex technical issues or problems quickly and efficiently
- Testing technical equipment
- Managing supplier relationships to ensure that the Trust optimises support and value for money.
- Negotiate priorities on the Trust network, design, development or maintenance
- Monitoring and maintaining the ongoing operation of the Trust's networking infrastructure
- Optimal use of network management products to proactively manage any issues that may interrupt service
- Rigorous documentation, and organisation of Trust network assets to ensure that service levels are optimised
- Installation, configuration, maintenance and upgrades associated with the Network Management suite of software and network device firmware
- Working with the Cyber Security team be aware of cybersecurity risks and requirements specific to the Trust and ensure changes and design decisions implement good cybersecurity practice.

The post holder is a source of knowledge and advice for project teams. This includes providing expertise on licensing, ongoing support, resource projections or costs, timelines and advising on business case development. The post holder will take a lead role in specialist projects such as Wi-Fi or wired network deployments that impact across clinical



and non-clinical areas, this includes downtime to be agreed with multiple stakeholders. The Network specialist will support the programme teams in the planning of projects and liaise or work alongside internal stakeholders and other technical experts to do so.

**KEY RESPONSIBILITIES**

- Provide visible operational leadership and promote continual improvement in quality, performance and delivery of Trust objectives
- Contribute to developing the business and planning processes throughout department to deliver services to required standards and within the available resource base
- Lead on the development, implementation, establishment and review of performance management systems within the Network team, it is critical that this is done collaboratively with other leads within the infrastructure & unified communications service and across the Digital department.
- Lead, coach and motivate staff within Network team to deliver and improve services
- Ensure the efficient organisation of the services within the Network team, making best use of capacity to deliver activity within the terms of Service Level Agreements (SLAs) and with cost effective utilisation of staff and non-pay resources
- Deputise for the Network manager as required

**MAIN DUTIES AND RESPONSIBILITIES**

Management/ Leadership	<ul style="list-style-type: none"> <li>• Provide visible operational leadership and promote continual improvement in quality, performance and delivery of Trust objectives</li> <li>• Maintain a working knowledge of systems in use within the Trust, provide guidance to other technical staff as required and lead in the resolution of complex issues or solutions design</li> <li>• Responsible for managing aspects of service delivery within the network team to agreed quality standards and within the resource or income base available.</li> <li>• Develop processes in collaboration with the Network manager to jointly manage the business, delivery and development of services to required standards and within the available resource base</li> <li>• Lead on the development, implementation, establishment and review of performance management systems within the Network team, it is critical that this is done collaboratively with other leads within the Infrastructure &amp; Unified Communications service and across the Digital department.</li> <li>• Prioritise workload for the Network team as required to meet business needs and customer requirements</li> <li>• Responsibility for the team rota including early or late shift</li> </ul>
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	<p>covers and out of hours upgrades or moves</p> <ul style="list-style-type: none"> <li>• Responsible for the development of specialist training materials and documentation for the training of own team members and other members of the Digital Department as appropriate</li> <li>• Deputise for the Network Manager as required</li> </ul>
Human Resources	<ul style="list-style-type: none"> <li>• Lead and motivate staff within Network team to deliver and improve services</li> <li>• Work collaboratively with the Network manager and the Digital leadership team to ensure effective workforce planning that meets the needs of both current and future service developments.</li> <li>• Develop &amp; coach less experienced members of the team when required</li> <li>• Provide support for the induction of new starters to the team</li> </ul>
Performance and Quality	<p><b>Service Delivery and Improvement</b></p> <ul style="list-style-type: none"> <li>• Ensure the efficient organisation of the services within the Network team, making best use of capacity to deliver activity within the terms of Service Level Agreements (SLAs) and with cost effective utilisation of staff and non-pay resources</li> <li>• Ensure that service delivery standards are achieved</li> <li>• Deal with a range of varied and complex calls. Able to translate and explain complex situations in simple terms to all levels of staff.</li> <li>• Escalate to Line Manager any service impacting or critical issues, give clear updates of progress to resolution for staff at all levels</li> <li>• Log faults with 3rd party vendors as required, ensuring that the sufficient technical information is provided for each call logged</li> <li>• Ensure regular communication is maintained with external vendors and technical staff, ensuring complex issues are resolved</li> <li>• Work collaboratively with the Network manager, the Digital Leadership team or other colleagues to ensure that service delivery and improvement plans are developed, implemented and reviewed</li> <li>• Utilise expert technical knowledge to manage and resolve issues or developments associated with TCP/IP, DNS, DHCP, routing, switching and VPN</li> <li>• Utilise expert technical knowledge to suggest and implement improvements to the Trust network, including structured cabling, routers, switches (layer 2 and 3), LANs (both wired and wireless) and WANs</li> <li>• Ensure that the overall network landscape is proactively monitored and appropriate alerting mechanisms are in-place and fully functional.</li> <li>• Supporting all Trust Sites you will be required to manage network devices across multiple platforms</li> <li>• Ensure systems availability targets are maintained and</li> </ul>

	<p>unplanned downtime is minimised</p> <ul style="list-style-type: none"> <li>• Exercise expert professional judgment when dealing with highly complex technical issues.</li> <li>• Diagnoses of technical issues using knowledge and assimilated knowledge from a variety of other sources including third party support organisations, resulting in the swiftest resolutions to issues or problems and the most beneficial deployment of technologies</li> <li>• Utilise technical and physical skills required in order to setup, configure install or move network equipment.</li> <li>• Monitor outstanding incidents and service requests against Service Level Agreements (SLAs), prioritising workload effectively</li> <li>• Correctly record and update asset information</li> <li>• Liaise with external companies providing 3rd party support.</li> <li>• Propose changes to and implement new procedures when introduced</li> <li>• Ensure Trust Digital change control policies are documented and followed</li> </ul> <p><b>Risk Management and Governance</b></p> <ul style="list-style-type: none"> <li>• Work collaboratively with colleagues to ensure that effective governance arrangements and performance management systems are in place</li> <li>• Work collaboratively with colleagues to ensure that all risks are identified and included as appropriate on the organisational risk register and are progressed appropriately to reduce the risk profile</li> <li>• Work collaboratively with colleagues to address complaints and incidents appropriately – lead the learning from such events to ensure that learning is achieved across the department</li> </ul> <p><b>Corporate</b></p> <ul style="list-style-type: none"> <li>• Use specialist knowledge and experience to ensure that decisions taken are in the Trust’s best interests</li> <li>• Put the interests of the Trust before any interest to a specific area of responsibility, and to participate fully in the department’s collective decision-making as a team member rather than as a functional or professional advocate</li> <li>• Work in partnership with colleagues across the Trust to drive the achievement of the Trust’s corporate goals and business plan, including the achievement of all the relevant performance standards incorporating quality, safety, contractual, financial and people</li> <li>• Act as an ambassador for the Trust, ensuring the positive development of the Trust brand, championing the Trust’s values</li> </ul>
Financial and Physical Resources	<ul style="list-style-type: none"> <li>• Ensure that budgets are managed in accordance with the Trust’s Standing Financial Instructions, working collaboratively with the Network manager and Finance lead, taking the necessary actions to prevent or address variance</li> </ul>

	<p>in performance, and to incorporate recommendations of internal and external audit</p> <ul style="list-style-type: none"> <li>• Ensure the team meets the required performance standards</li> <li>• Share and communicate performance indicators and level of performance throughout the team, taking action where required to address variance from the standards or milestones</li> <li>• Ensure that unplanned variation in service delivery (activity, income, expenditure, capacity, performance) is identified and appropriate, timely action taken</li> <li>• Work collaboratively with the Network manager to lead the Network team in the development of cost improvement plans and their implementation as part of financial recovery processes</li> <li>• Develop capital and/or revenue business cases for submission for the relevant Boards</li> <li>• Ensure that financial controls are established and maintained within the Network team</li> </ul>
<p>Personal Skills and Qualities</p>	<ul style="list-style-type: none"> <li>• Ability to give clear, effective and customer sensitive advice.</li> <li>• Ability to communicate complex technical issues to non-digital staff.</li> <li>• Enthusiasm for working collaboratively with other leads, business owners and other technical experts.</li> <li>• A willingness to maintain and acquire new skills in the area of network management or support.</li> <li>• Ability to develop effective working relationships with peers and management across the organisation.</li> </ul>

**JOB DESCRIPTION AGREEMENT**

This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the postholder.

**Statement on Employment Policies**

In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-

<p><b>Health and Safety</b></p>	<p>Under the Health &amp; Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.</p>
<p><b>Equal Opportunities</b></p>	<p>ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal</p>



	<p>opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs.</p> <p>For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.</p>
<b>Dealing With Harassment/ Bullying In The Workplace</b>	<p>The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying.</p> <p>The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences.</p> <p>Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.</p>
<b>No Smoking</b>	<p>To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'</p>
<b>Alcohol</b>	<p>To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours in not permitted.</p>
<b>Confidentiality</b>	<p>As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and IM&amp;T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>
<b>General Data Protection Regulation (GDPR)</b>	<p>To maintain the confidentiality of all personal data processed by the organisation in line with the provisions of the GDPR.</p> <p>As part of your employment with East London Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People &amp; Culture Department.</p>
<b>Safeguarding</b>	<p>All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.</p>
<b>Service User and Carer Involvement</b>	<p>ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.</p>
<b>Personal Development</b>	<p>Each employee's development will be assessed using the Trust's</p>

	Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.
<b>Quality Improvement</b>	The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.
<b>Professional Standards</b>	To maintain standards as set by professional regulatory bodies as appropriate.
<b>Conflict of Interests</b>	You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.
<b>Risk Management</b>	Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.
<b>Personal and Professional Development/Investors in People</b>	The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.
<b>Infection Control</b>	<p>Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities:</p> <p>Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy.</p> <p>Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>

### PERSON SPECIFICATION

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<b>BAND:</b>	<b>NETWORK SPECIALIST</b>
<b>DEPARTMENT:</b>	<b>INFRASTRUCTURE &amp; UNIFIED COMMS</b>
<b>DIRECTORATE:</b>	<b>DIGITAL</b>
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ATTRIBUTES	CRITERIA	ESSENTIAL/ DESIRABLE	SELECTON METHOD (S/I/T)
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*We care*

*We respect*

*We are inclusive*

<p><b>Education/ Qualification/ Training</b></p>	<ul style="list-style-type: none"> <li>• Educated to Degree level or equivalent experience</li> <li>• IT Service management qualification or equivalent experience</li> <li>• Evidence of continued professional development</li> <li>• Diploma or technical qualification related to Networking including the principles of TCP/IP and IP addressing schema or equivalent experience CCNA, CCNP, CCENT (Cisco)</li> <li>• CompTIA Network+</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>	<p>S/I</p> <p>S/I</p> <p>S/I</p> <p>S/I</p> <p>S/I</p>
<p><b>Experience</b></p>	<ul style="list-style-type: none"> <li>• Experience of providing network support for at least 3 years</li> <li>• Experience of taking a lead role in developing and implementing network related systems and services</li> <li>• Experience of dealing with customers face to face and on the telephone.</li> <li>• Experience of facilitating change in practice to improve services</li> <li>• Understanding of budgetary management</li> <li>• Business planning / annual planning</li> <li>• Risk management and governance</li> <li>• Experience of implementing and supporting modern healthcare information systems.</li> <li>• Experience of working in a project management environment, also working with multi-vendor teams, on and off-shore.</li> <li>• Relevant Information Technology service design, planning, development, deployment, operations and technical support experience.</li> <li>• Experience of working with SolarWinds Orion NPM and NCM</li> <li>• Experience of working with Cisco networking equipment including ASA and FTD Firewalls, and Wireless LAN Controllers</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>EE</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>E</p>	<p>S/I</p> <p>S/I</p> <p>S/I</p> <p>S/I</p> <p>S/IS/I</p> <p>S/I</p> <p>S/I</p> <p>S/I</p> <p>S/I</p> <p>S/I</p> <p>S/I</p> <p>S/I</p> <p>S/I</p>
<p><b>Knowledge and Skills</b></p>	<ul style="list-style-type: none"> <li>• ITIL Foundation Methods to Foundation level</li> <li>• Knowledge of Networking technologies such as TCP/IP, DNS, DHCP, routing and network addressing</li> <li>• Practical knowledge of Network</li> </ul>	<p>E</p> <p>E</p> <p>E</p>	<p>S/I</p> <p>S/I</p> <p>S/I</p>



	<p>maintenance and support</p> <ul style="list-style-type: none"> <li>• Ability to analyse problems and develop effective solutions</li> <li>• Network Security and Monitoring including encryption and malware protection software</li> <li>• Ability to provide specialist knowledge and advice within department and other organisations regarding technical environment.</li> <li>• In-depth knowledge of one or more of Network management platforms.</li> <li>• Knowledge of deploying network hardware and software</li> <li>• Good understanding of change management</li> <li>• Understanding of the NHS and current agenda</li> <li>• Demonstrable knowledge of service improvements and project delivery</li> <li>• Good understanding of the current NHS agenda and healthcare policy</li> </ul>	<p>E E E E E E E E D</p>	<p>S/I S/I S/I S/I S/I S/I S/I S/I</p>
<p><b>Personal</b></p>	<ul style="list-style-type: none"> <li>• Good analytical and problem solving skills – ability to analyse complex data/information and make judgements/draw conclusions</li> <li>• Ability to work independently, using own initiative and as part of a team</li> <li>• Strong communication skills both written and verbal – able to communicate complex and sensitive information and use persuasion, influencing and negotiation</li> <li>• Ability to embrace and drive change</li> <li>• Ability to organise and prioritise own workload and that of others and adjust plans as required both in the short and long term</li> <li>• Able to work flexibly to meet the demands of the role</li> </ul>	<p>E E E E E E</p>	<p>S/I S/I S/I S/I S/I</p>

S: Shortlisting I: Interview T: Test

