



ST JOSEPH'S COLLEGE

Appointment of

Head of Girls' Rugby

March 2026

The Environment:

St Joseph's College has a proud sporting tradition and an outstanding rugby programme. As part of a strategic expansion of provision for girls rugby, the College seeks to appoint a Head of Girls' Rugby to lead the design, delivery and growth of an ambitious programme across Prep and Senior Schools.

St Joseph's College is an independent school with Christian values that gives students space to thrive. Being part of the St Jo's Community is a once-in-a-lifetime experience. We provide a stable foundation for students, and we take happiness very seriously.

At St Jo's we support the intellectual, spiritual, physical and emotional growth of every pupil. We firmly believe that children who thrive are the happiest of all and this creates an environment that is inspirational for staff as well as students. An energetic forward-thinking college, St Jo's is a day and boarding school for boys and girls aged 2-19 years.

St Joseph's College has a long reputation of success in Rugby, Football, Netball and Cricket. There are high levels of enthusiastic participation throughout the school, and a record of competitive success over several decades. Many players regularly achieve representative honours at regional, academy and national levels.

Sport and Physical Education are delivered by an experienced team of industry-leading sports coaches and teachers, supplemented by well-qualified support staff, including full-time strength and conditioning coaches.



Rugby at St Jo's:

St Joseph's College has a long reputation of success in Rugby Football. There are high levels of enthusiastic participation throughout the school, and a record of competitive success in the game over several decades. Many players regularly achieve representative honours at regional, academy and national levels. The game is delivered by an experienced team of coaches, supplemented by a well-qualified support staff. The internationally-known National Schools' Rugby Festival - hosted by the College in October each year - is the premier Under 18 competition in Europe.

The College has industry-leading relationships with professional clubs and universities. These enhance the delivery of the game in the school, and provide pathways for many talented players. The school is an accredited TASS Dual Career Centre and offers the BTEC Performance Sport Course, which enables aspirational players to study in the morning and train every afternoon.

There are two excellent, full-sized pitches and additional junior fields. Teams train onsite year-round, under floodlights in the winter. The latest training equipment is available to support the programme, including GPS monitoring, video analysis and sports therapy treatment rooms. There is a performance strength and fitness suite with gymnasium onsite, with a permanent staff of conditioning coaches.

An outstanding programme of competition runs across two terms in the Senior School. This includes regular fixtures against the strongest opponents nationally, as well as participation in all major competitions. It is the College's policy to stretch and challenge its players and teams by providing the best available opportunities.



The Location:

- One-hour direct train from London Liverpool Street
- 15 minutes from the coast
- 45 minutes by car from London Stansted Airport
- A thriving marina town with an array of restaurants, bars and entertainment
- 60-acre inclusive campus

The Campus Facilities:

- Four excellent full-sized rugby pitches
- Three football pitches, with additional junior fields
- Two cricket squares
- Three netball courts
- All-weather 3G pitch
- Sports hall
- Trampolining room
- Squash court
- Sector-leading Athletic Development Centre
- Sport Analysis Room (HUDL, VEO AND CATAPULT GPS)
- Physiotherapy suite



The Opportunity:

This role within the College gives candidates the opportunity to pioneer a girls' rugby programme in a nationally recognised department. The Head of Girls' rugby will have strategic and operational responsibility for leading the development of girls' rugby across the Prep and Senior Schools, while contributing significantly to outreach, recruitment, and community partnerships.

Additionally,

- Comprehensive CPD opportunities
- Professional coach mentoring with industry-leading experts
- Play an active role in the delivery of one of the world's most prestigious school sporting events - National Schools Rugby Festival
- Whole school teaching and coaching experience with children aged between 2 and 19 years
- Attend domestic and international tours
- Be a part of a nationally ambitious faculty



The Responsibility:

The Head of Girls' Rugby is a full-time position, to enhance the delivery of the game in the College and to support players of all abilities. It will be based within the Sports Faculty, to support the Director of Rugby in ensuring that the highest quality rugby experience is available to pupils. This will include working closely with the ablest and most committed players, at all ages, to ensure that they can maximize their abilities.

The successful candidate will have responsibility for the skills development programme, and will work with individuals and teams, within and beyond the timetable, to devise and deliver specific coaching. This will involve elite performance support, including analysis and mentoring. They will also support the coaching team, providing feedback and training, as necessary.

It will be essential to maintain knowledge of current coaching practices, and RFU programmes and policies. Familiarity with player pathways will be a considerable advantage, and liaison with relevant bodies beyond the College will be a significant part of the position. The Head of Girls' Rugby will be an ambassador for the school, and the game, and maintain positive relationships within the local Rugby landscape. There will be a requirement to contribute to talent identification and pupil recruitment, which will entail regular evening and weekend work, by agreement. This will include a significant role in the National Schools' Rugby Festival, and also the Performance Sevens programme.

The successful candidate will contribute broadly to the work of the Sports department. This will include a share of administrative duties, player support and contribution to coaching other sports. A commitment to the full life of a busy school is essential. The role will also involve outreach coaching hours and some coaching delivery at partner clubs and programmes.



Specific responsibilities:

The College seeks to appoint an engaging, personable, confident and enthusiastic professional, who will fit in well to the College and its Sports Faculty, and make a significant contribution to the development of the game in the school. They will be a committed team player, who will be welcomed into a large department of dedicated coaches and teachers.

Applications are welcome from individuals from different backgrounds, both within education and also the elite game. Successful experience of playing and/or coaching in a performance environment will be essential. Coaching qualifications are an advantage at a minimum of Level 2, alongside a commitment to ongoing professional development.

An understanding of the landscape of school and pathways for Rugby is highly desirable.

The Head of Girls' Rugby will be a committed role model, creating a positive and fun environment which motivates young people to love the game, participate enthusiastically and apply themselves to improvement. A capacity to create positive relationships with players of all ages and abilities is essential. This includes working with the youngest players in the Prep School to ensure that they have positive experience of the game and establish a sound foundations of skills. Retaining players in the game, within an environment of free choice, will be an important priority.

The background of the successful candidate will be less important than their attitude and commitment to the game and to the development of teams and individuals. Although high level coaching skills will be essential, more significant will be personal qualities to enthuse players, work within a staff team and enhance the reputation of St Joseph's College Rugby.



Person Specification:

	Essential	Desirable
Experience	Coached and/or played rugby to a high level	Relevant recent experience of working Academy and/or schools rugby
	Worked within the female game	Experience of working with young people
Knowledge and understanding	Good level of literacy and numeracy	
	Sound subject knowledge of key performance sports (as identified above)	Coaching/ refereeing/ umpiring qualification
Skills and attributes	Ability to establish good working relationships and effective teamwork	Innovative approaches to curriculum delivery
	Excellent role model for staff and students	Ability to generate ideas and drive initiatives
	A commitment to extra-curricular activities and supporting students beyond the classroom	First aid qualification
	Demonstrate effective skills in working with children and/or vulnerable adults	
	Responsible attitude to use of authority and maintaining discipline	
	Ability to communicate concepts clearly and concisely at the level appropriate to the student	
	Good communication skills	

Person Specification:

	Essential	Desirable
Personal qualities	Highly-motivated and able to motivate and inspire staff and students	Willingness to take on other roles and responsibilities within the department
	High expectations of students and colleagues	
	Charismatic – having a ‘presence’	
	Enthusiastic and committed	
	A passion for teaching	
	A forward-thinking approach	
	Excellent interpersonal skills	
	Ability to be reflective and self-critical	
	Display calmness under pressure	
	Ability to keep a perspective and maintain a sense of humour	
Other requirements	Ability to understand and demonstrate a commitment to equality and diversity	
	Full driving licence	
	Enhanced DBS Disclosure is required	
	Safeguarding training	

The Small Print:

Core hours of work are 8.30am to 5.00pm - Monday to Saturday.

There will be additional requirements to support pre-school, evenings, Saturday fixtures, holiday camps and pre-season weeks in August and Easter .

Reports to: Mr R Winter (Director of Rugby and Head of Performance Sport)

