

APPOINTMENT OF

Director of Sport

January or April 2027

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Sport at St Joseph's

Sport and exercise are an integral part of St Joseph's College. We are committed to providing every student with a personalised pathway that supports individual development, lifelong physical wellbeing and opportunities to excel in performance sport. It is a school where all boys and girls participate enthusiastically, and many strive to excel.

Many pupils achieve representative honours at regional and national level, with a significant number progressing to elite and professional sport after leaving the College. Our teams and individual athletes consistently enjoy success at the highest level. Recent highlights include 1st XI Girls', U16, U15 and U13 Boys' Football ISFA and ESFA titles; a 1st XV 3rd place finish in the College's annual National Schools Rugby Festival and U16 semi-finalists at Rosslyn Park National School 7s, and the rise of Netball and Cricket in national competition. Alongside these achievements, participation in competitive sport has reached an all-time high, reflecting our belief that sport is for everyone.

St Joseph's proudly hosts the prestigious National Schools' Rugby Festival each October, now in its 40th year, welcoming many of the strongest school teams from across the UK. The College has also established Football and Netball Festivals, further strengthening its reputation for innovation and collaboration in school sport. We are proud of our long-standing partnerships with leading organisations including Arsenal FC, Ipswich Town FC, Northampton Saints, London Pulse and Suffolk Cricket.

Our ambition is for every pupil to develop a lifelong appreciation of health, wellbeing and physical activity, while having the opportunity to pursue excellence in the sports they love. Through participation at local, regional and national level, and by continuing to build strong partnerships with elite sporting organisations, we aim to provide an exceptional sporting experience that inspires pupils both during their time at St Joseph's and beyond.

Resources for Sport

Sport across the College is delivered by a highly-qualified team of professionals, to ensure that all pupils have access to top quality teaching and coaching. The Sports Faculty is one of the largest and best qualified, in the country, comprising 22 specialist staff. Together, they create a culture of high expectations, continual development and genuine enjoyment of sport. The team includes PE teachers, sports professionals, strength and conditioning coaches, and outreach staff, all of whom work across the age range, including the Prep School, which has its own Head of Sport. This continuity from ages 2-19 is a defining strength of our sporting provision.

Our outstanding facilities, all located on the College campus, provide pupils with an exceptional environment in which to train and compete. These include award-winning grass pitches, a sports centre with dedicated indoor cricket facilities, a floodlit 3G pitch, and floodlit Netball and Tennis courts. Modern strength and conditioning facilities, managed by a team of full-time specialists, further enhance the experience for pupils of all abilities. The Prep School also benefits from its own sports hall and games pitches, while sharing many of the Senior School's excellent facilities. Additional external venues are used where appropriate to further enrich the College's sporting programme.

A significant amount of time is dedicated to sport and physical activity, both within and beyond the curriculum. Core PE lessons, two-hour games sessions and our unique Development Hour, primarily used for team training, provide pupils with regular opportunities to develop their skills and fulfil their potential. An extensive examination pathway, including the vocational TASS Dual Career BTEC, also enables pupils to deepen their theoretical understanding alongside their practical experience.





The Role of Director of Sport

St Joseph's College is seeking a passionate, highly motivated and visionary leader to shape the future of its outstanding sports programme. Sport plays a central role in College life, making this a varied, rewarding and influential leadership position. As a whole-school role spanning ages 2–19, the Director of Sport will work across both the Prep and Senior Schools, collaborating closely with colleagues to ensure high-quality provision for pupils at every stage of their journey.

The successful candidate will have a proven track record of leading and developing sport. With the Board having approved an ambitious Sport Strategic Development Plan, the Director of Sport will play a key role in bringing this vision to life. They will provide clear strategic direction, inspire and support colleagues, and build on the significant progress made to date. Fostering a positive culture, strong team spirit and consistently high standards will be central to their leadership.

Working closely with the College's Senior Leadership Team, Heads of Performance and Academic Sport, Heads of Sport and the Head of Prep Sport, the Director of Sport will help shape a cohesive and inclusive approach to sport and physical wellbeing across the College. They will ensure that the sporting programme reflects whole-school priorities while encouraging collaboration across departments. The role will also play a leading part in developing the next three-year vision for sport and physical wellbeing, alongside producing engaging communications and promotional material for both internal and external audiences.

The successful candidate will join a strong, experienced and ambitious faculty with a genuine commitment to working collaboratively. This is an exciting opportunity to build on an already successful programme, supporting colleagues to continue their excellent work while leading the next phase of development for sport at St Joseph's College.

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Alongside the College's performance sport programme, the Director of Sport will ensure that all pupils have access to high-quality, enjoyable and health-promoting physical activity, including those who choose not to participate in competitive sport. Additionally, the College's Senior School extra-curricular programme will be overseen by the Director of Sport.

The role also includes strategic oversight of examination courses, including BTEC Sport, GCSE and A-level Physical Education. While the day-to-day leadership of these courses sits with the Head of Academic PE, the Director of Sport, working alongside the Deputy Principal, will monitor performance, support continued development and ensure consistently high standards across the provision.

The Director of Sport will play a key role in developing and supporting colleagues across the department, fostering a culture of continuous improvement and professional growth. They will champion innovation, maintain high standards of coaching and officiating, and lead the appraisal and development of staff within this large and talented team. The role also includes oversight of the College's extensive outreach programme, helping to strengthen the College's reputation and support pupil recruitment. Building strong relationships with sports clubs, performance pathways, National Governing Bodies and professional organisations will be central to the role, as will developing positive relationships with current and prospective parents. The Director of Sport will be a visible and inspiring presence throughout the College's six-day sporting programme and an enthusiastic ambassador for sport within the wider community.

The role of Director of Sport is both demanding and exceptionally rewarding. As a busy day and boarding school, St Joseph's offers extensive opportunities to work with pupils and make a lasting impact on their development. Success in the role requires energy, adaptability and close collaboration with colleagues across the College, ensuring that sporting excellence sits alongside academic achievement and the wider life of the school.





Person Specification

The Director of Sport will be an experienced strategic leader with a clear vision for the future of sport at St Joseph's College. Working within the ambitions set by the Governors and the Principal, they will help shape and deliver an exciting programme that reflects the College's values and aspirations. Just as importantly, they will be able to communicate that vision clearly, inspiring the support and confidence of students, parents and colleagues alike.

As the College's senior leader for sport and physical wellbeing, the Director of Sport will be a visible ambassador for the programme, building strong relationships both within the school and across the wider sporting community. They will communicate confidently with a wide range of stakeholders, earning the trust of current and prospective parents, partners and external organisations through professionalism, integrity and credibility.

Leading a talented and dedicated team will be central to the role. The Director of Sport will provide clear direction, foster a collaborative and positive culture, and maintain consistently high expectations across the department. They will value and support colleagues, recognising their expertise while encouraging innovation and continuous professional development. They will also be an accomplished teacher and an experienced coach in one or more of the College's performance sports including Cricket, Football, Netball, Rugby. A good understanding of examination PE, including GCSE, A-level and vocational pathways is required.

The successful candidate will bring significant experience of leadership in sport, ideally within an educational setting. A degree in a sport-related discipline is essential, alongside appropriate teaching and coaching qualifications. Experience of working within, or alongside, elite performance sport would also be beneficial.

Above all, we are looking for an inspiring and approachable leader with the energy, resilience and enthusiasm to lead a thriving sporting community. They will bring out the very best in those around them, remain calm under pressure and embrace the opportunities and challenges of life in a busy six-day school week. In return, they will have the opportunity to shape one of the country's leading school sports programmes and make a lasting difference to the lives of young people.

	Essential	Desirable
Educational qualifications	•A good standard of education, educated to degree level (high class honours) or beyond in a sport-related subject •PGCE or equivalent	•Coaching qualifications
Experience	•Proven experience: ✓ in a leadership role in Sport in an independent school ✓ of implementing a successful vision and strategy for Sport in an educational setting ✓ of successful management of a large team ✓ of managing budgets ✓ of excellent value-added for students' academic performance at Level 2 and Level 3 ✓ of coaching one of the College's performance sports	•Experience of teaching pupils across Primary and Secondary ages •Coaching experience of additional sports •Experience of change management •Experience of recruitment of students •Design and management of a senior school's extra-curricular programme
Competencies	•Ability to define, articulate and implement a successful and compelling vision for Sport across an all-through school •Ability to lead strategically whilst maintaining a strong operational focus with an excellent eye for detail •Ability to inspire and motivate through strong leadership with conviction, building trust and respect across all stakeholders •Ability to communicate well in writing and in person with strong public speaking skills •Strong collaborative and interpersonal skills •The ability to lead by example - ensuring high standards are set across all areas of Sport •The ability to support and challenge others to ensure the highest of expectations •Consistent high standards of professionalism and advocacy for the College •Resilience, energy and the ability to adapt effectively and efficiently •The ability to maintain perspective and a sense of humour •The ability to communicate well, support and collaborate with other faculty areas across the College •An ability and commitment to safeguard all pupils	

Appointment Process

Please note that the College is working with ICE Education on this appointment, to attract the highest calibre of candidates. Prospective applicants can address enquiries, or arrange an informal discussion, by emailing Director of Recruitment – Dan Scargill on dan@ice-education.co.uk

Applications should be made on the School's forms, which can be found at: www.stjos.co.uk/community/vacancies

The closing date is **4.00pm on Monday 5th October 2026** and it is anticipated that long list interviews will be conducted on **Friday 9th October** with short list interviews likely to be the following week.

Applications will be considered as they are received, so early applications are encouraged. The College reserves the right to make an appointment at any stage of the process.

The Right to Work in the UK is an essential prerequisite for this position.

St Joseph's College is committed to safeguarding and promoting the welfare of children. This appointment will be conditional upon successful pre-employment and DBS checks.

The school is an equal opportunities employer, selecting employees solely on merit irrespective of gender, ethnic origin, religion, disability, sexual orientation or age.



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**ST JOSEPH'S
COLLEGE**

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