

APPOINTMENT OF
Director of Sport

SEPTEMBER 2024





Sport at St Joseph's

Sport and exercise are an integral part of St Joseph's College. They are valued and important dimensions of life for all pupils. The school has a clear mission to be the premier school for sport and wellbeing in East Anglia and beyond. The vision is to develop the best in every individual through sport and physical activity, via a programme that is inclusive, flexible and aspirational. It is a school where all boys and girls participate enthusiastically, and many strive to excel. St Joseph's is one of a very small number of independent schools accredited as a TASS Dual Career Centre.

Many pupils win representative honours at regional and national levels, and regularly progress to elite and professional sport after school. Teams and individuals are successful at the highest levels. In 2022-3, the Under 18 Girls' Football team won the County Cup, IFSA Trophy and ESFA Cup; the 1st XV finished 5th in the College's annual Rugby Festival and is currently enjoying the most successful season in recent years. Additional sports flourish alongside, and others are rapidly catching up.

St Joseph's hosts the long-established and prestigious National Schools' Rugby Festival in October each year, attracting the strongest teams across the UK. It is currently developing equivalent competitions in Sevens and Netball, alongside an ambitious plan to export this model overseas. Sport at the College has always been outward-facing and innovative. For example, there are formal Academy partnerships with Ealing Trailfinders, Ipswich Town FC and the Women's Super League Academy. Work is underway to enhance these arrangements with additional arrangements with universities and sports organisations in the UK and abroad. It is an exciting time for sports development at the school.

The school aspires that its pupils be educated in the importance of health and well-being, alongside achieving excellence in their chosen pursuits, engaging in sport at local, regional and national levels, and for St Joseph's to continue to maintain partnerships with elite sporting organisations.

Resources for Sport

The resources for sport and exercise – the people, places and time that enable it to happen – are generously provided at St Joseph's.

Sporting activity throughout the school is delivered by highly-qualified professionals, to ensure that all pupils have access to top quality teaching and coaching. The PE and Sports Faculty is one of the biggest, and best qualified, in the country: there are 22 specialist staff. These dedicated professionals commit their entire time and energy to the sports programme, creating an environment committed to constant improvement. This includes a combination of PE teachers, sports professionals, conditioning coaches and outreach workers. All the sports staff deliver sessions across the age range, including the Prep School, which has its own Head of Sport. Continuity throughout the 2-19 age range is an important characteristic of the programme.

Facilities are also excellent, and all on the school's campus. There are high quality grass pitches for all outdoor games, a sports centre with separate indoor Cricket facilities and dedicated offices. There is a floodlit all-weather pitch and additional floodlit courts for Netball and Tennis. Outstanding, modern conditioning facilities are a feature of the distinctive provision, and are run by their own full-time, professional staff. The Prep School shares many of the facilities on the Senior School campus, but has its own indoor hall and dedicated games pitches. Additional use is made of external facilities, where necessary.

Significant time is dedicated to physical activity and sports training, within and beyond the timetable. Core PE lessons, two-hour games sessions and a unique Development Hour, (mainly used for team practices), ensure that teams and individuals can have unrestricted opportunity to develop. An extensive programme of examination PE, including the vocational TASS Dual Career BTEC, provides opportunities to build a theoretical understanding of the subject.

From September 2023 the faculty set about to reform the Core PE curriculum, reviewing practice from KS2 to KS5. More focus is now placed on sport and physical well-being for all, whilst incorporating aspects of GCSE and BTEC theory for the relevant age groups.





The Role of Director of Sport

St Joseph's College seeks a passionate, highly-motivated, charismatic and visionary leader for its sports programme. The position becomes vacant following the internal promotion of the current Director of Sport and Business Development

The mission is ambitious and clear: St Joseph's College aspires to be recognised as the premier independent school for sport and physical well-being in the UK, and to be considered one of the most influential schools for sport and exercise in the country. As such, the role requires many different skills and abilities and is also richly fulfilling and hugely stimulating.

The successful candidate will have proven ability as a leader of sport. The Board has approved a Sport Strategic Development Plan, and the Director of Sport will be responsible for developing and delivering this. They will communicate a clear vision for the faculty, and provide inspirational leadership, building on the considerable progress of the last 18 months. Strong morale, consistently high standards and a positive tone will be the foundations of this.

The Director of Sport will work closely with the College's Senior Leadership Team and the heads of individual sports to ensure a cohesive and broad-minded approach to school sport and physical well-being. It will ensure that sport reflects whole-school policies and priorities, and will involve working with other departments to ensure a consistent approach. The successful candidate will be influential in developing the next three-year vision and mission for sport and physical well-being. They will create literature, and other communications, for both internal and external consumption.

This position seeks to ensure that the College can meet multiple objectives:

The first is to cater for high-performance female and male student-athletes who follow elite development programmes through the leadership of the College's Heads of Sport.

The second is to accommodate those children who enjoy competitive sports and physical activity, by providing a well-coached, extensive and enthusiastically delivered, programme of school fixtures. It will also be necessary to work closely with the Director of Sport (Prep) to ensure that the younger pupils are given the opportunity to enjoy and appreciate Physical Activity and Sport.

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Additionally, it will be necessary to ensure high quality, health-promoting opportunities are available for pupils who prefer not to compete

Also, there is a requirement to have strategic oversight of examination PE (BTEC Sport & GCSE PE). This is directly managed by a Head of Academic PE; the Director of Sport will have an overview of this (alongside the Deputy Principal), ensuring that there is a clear monitoring and evaluation of all students.

The Director of Sport will be responsible for staff development, supporting new and existing colleagues, advocating new approaches, ensuring standards of coaching and officiating and appraising all members of this large department. Creating a highly-motivated and empowered team which is well-trained and forward-thinking, is a priority. The role requires oversight of considerable outreach activity, in support of both enhancing the College's reputation and ensuring pupil recruitment. Collaboration with clubs, performance pathways, National Governing Bodies, professional organisations and relevant people outside the school, will be essential. The appointed person will be the custodian of the College's reputation and constant ambassador of its values. This will include cultivating close relationships with current and prospective parents, alongside maintaining a high profile at sporting events, both within the College and the wider community. The Director of Sport will be expected to be a visible and charismatic leader across a six-day weekly programme.

Although demanding, the position of Director of Sport is intensely rewarding. St Joseph's College is a busy day and boarding school, so opportunities to work with pupils are extensive. At the same time, balancing the College's sporting needs with the demands of wider school activities (academic and social) requires flexibility and co-operative working with wider school colleagues.

St Joseph's has a vision for sport and exercise that extends beyond East Anglia. It aims to be the destination of choice for ambitious athletes, the preferred partner of elite sports organisations and the model of all that is best in school sport. It is important that the incoming Director of Sport shares this ambition, and a commitment to excellence. This is a potentially career-defining appointment, which will impact significantly on the future direction of sport at the College.





Person Specification

The Director of Sport will have a range of qualities and abilities.

The first will be the capacity to work at a strategic level. This will require a clear vision for the future of St Joseph's sport, which will reflect the framework of ambitions laid down by the Governors and the Principal. The ability to communicate these aspirations, and to win the enthusiastic support of staff, parents and pupils, will also be important.

The Director of Sport will also be a figurehead for sport and exercise in the school. This will demand the capacity to communicate credibly with a wide range of stakeholders, within and beyond the College, and to win the confidence of parents and external agencies. A wide range of personal qualities will be necessary, as well as the ability to communicate through a range of mechanisms. Personal credibility will be essential, alongside the gravitas to operate at a senior level in a range of environments.

The leadership and management of a strong group of dedicated staff will be essential. Maintaining clear direction, positive teamship, consistent expectations and high standards are vital. The ability to win the confidence and respect of colleagues – all of them experts in their own field – will be a foundation of the position.

It is also essential that the Director of Sport is a credible and committed teacher and able to coach to a high level in one or more of the school's principal sports. An understanding of the landscape of examination PE will be a strong advantage.

The appointed person will have experience of sport and leadership, ideally achieved in an educational environment. A degree in a sports-related discipline is essential, and qualifications in teaching and/or coaching are also required. An understanding of the environment of elite sport will be an advantage.

The successful candidate will be a strong, dynamic and inspirational character. They will have energy and drive, and give generously of their time and effort, reflecting the demands of a six-day school. They will bring out the best of the people around them, and remain calm, committed and smiling at the heart of a complex programme of sporting activity.

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 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 Monday, 26 February, and it is anticipated that Interviews will be held at the College week commencing Monday, 4 March.

Applications will be considered as they are received, so early applications are advised. 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.





**ST JOSEPH'S
COLLEGE**

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