



**ST JOSEPH'S  
COLLEGE**

Appointment of

**Head of Athletic Development**

February 2025

## The Opportunity:

At St Joseph's College, we pride ourselves on a high-performance environment that allows every child to strive beyond potential. The sector-leading coaching alongside unrivalled experiences and opportunities that our children are exposed to inspires them to excel and ignites a life lasting love of sport. Individual development is at the forefront of our scoreboard of success.

As the Head of Athletic Development, you will take a lead role in the College's growth and sustainability of our sector-leading sports programme. The role will be varied in nature, responsibilities ranging from designing and implementing physical literacy curriculums, to work with high performance athletes, partners and academies. You will work closely with the sports department, which consists of 21 specialist staff who deliver outstanding provision across our four performance sports as well as our wider PE and Games curriculum. This role offers an exciting opportunity to play a key part in our renewed focus for the College with an emphasis athlete development, national sporting success, whilst ensuring that we are instilling a lasting love for sport in our students.





## The Environment:

St Joseph's College is an independent school with Christian values that gives students space to thrive. Being part of the St Joseph'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.

Sport at St Jo's is intertwined into our way of life. The unapologetic approach to sport College-wide is profound and reflected in both the quality and volume of our delivery as well as the profound development of our children. We are incredibly fortunate to have a vastly diverse and experienced team of sports staff, who's backgrounds range from professional sport to high-performing education.

An energetic and forward-thinking community, St Jo's is a day and boarding school for boys and girls aged 2-19 years.





### The Small Print:

**Full Time:** Monday to Saturday (Sunday maybe required on occasion).

**Pre-Seasons** for each major sporting term

**Pay Scale:** Dependent on experience

**Reports to:** Director of Sport

The College offers fee remission to staff, a percentage of tuition day fees will be waived for members of staff where their child/ren has enrolled and been accepted via the normal entrance assessment process. The concession rate for this post is 50%.



## Characteristics:

You will be a highly motivated and results-driven individual with a passion for long-term athlete development. Your drive for success within athletic development will be infectious and you will inspire those around you to progress under your leadership. You will be an innovator, a creator and a philomath, using current literature to inform practice and ensure that provision is not just in line with industry trends, but ahead of them.

## Skills and Attributes

- Ability to establish good working relationships and effective teamwork
- Good communication skills
- Excellent role model for staff and students
- Innovative approaches to curriculum delivery
- Ability to generate ideas and drive initiatives
- Personal qualities
- High expectations of students and colleagues
- Highly motivated and able to motivate and inspire staff and students
- Enthusiastic and committed
- A passion for coaching
- A forward-thinking approach
- Excellent interpersonal skills
- Ability to be reflective and self-critical
- Display calmness under pressure
- Charismatic – having a 'presence'
- Willingness to take on other roles and responsibilities within the department





## Responsibilities of the role

- Deliver Athletic Development coaching to St Joseph's College School sports teams and individual athletes and pupils.
- Liaise with the Director of Sport and Heads of Sport regarding the content and delivery of strength & conditioning programmes. Receive and convey information given by the physiotherapists on individual player needs to reduce risk of injury, optimise player availability and maximise performance.
- Conduct termly testing sessions for all performance sport squads (Rugby, Football, Netball and Cricket) and assist with data collection, management and dissemination.
- Lead the monitoring of elite developing athletes supporting the research and development programmes.
- Lead the management and delivery of sports injury rehab clinics and monitor the re-integration of students recovering from injury.
- Support Academic Staff with the design and implementation of a physical development curriculum for both Secondary School and Prep School that reflect scientific principles as they relate to growth, maturation and long-term athletic development.
- Continue to develop and evolve the Core PE Physical Development Model in line with curriculum reforms.



### **Responsibilities continued:**

- Liaising with the Director of Sport; co-ordinate additional activities for games lessons ensuring access to a diverse physical activity and physical wellbeing schedule is available to all.
- Support and direct the Heads of Sport in providing strength & conditioning knowledge for all coaches for their sessions, including designing, instructing and evaluating warm-up and cool down protocols, aligned with sporting game models and demands.
- Support the PE & Sports Faculty in the managing of teams, students and fixtures where appropriate
- Assist with / organise / join appropriate Sports Tours, both national and international.
- Manage relationships with Higher Education partners in respect of Sport Science volunteers and industry work placements
- Line manage Higher Education Volunteers ensuring all documentation is present and correct
- Liaise with external bodies relating to sport science research that will inform school practice.
- Liaise with sports academies, relating to player conditioning, development and rehabilitation.
- Co-ordinate sports medical provision for fixtures and competition
- Co-ordinate internal sports medical provision. Appointments and student injury management
- Liaise with sport science equipment provider (currently Perform Better)
- Line manage maintenance of all sport science equipment
- Provide internal CPD for Sport Faculty



This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the College in relation to the post holder's professional responsibilities and duties.

**St Joseph's College, as an aware employer, is committed to safeguarding and promoting the well-being of children and young people as its number one priority. Robust recruitment selection and induction procedures operate throughout the College and extend to services linked on its behalf.**





## Person Specification:

	<u>Essential</u>	<u>Desirable</u>
Educational qualifications	<ul style="list-style-type: none"><li>• A degree or relevant qualification</li><li>• Commitment to personal and professional development</li></ul>	
Experience	<ul style="list-style-type: none"><li>• Significant Athletic Development experience</li><li>• Working as part of a multidisciplinary team</li></ul>	<ul style="list-style-type: none"><li>• Working with children as part of LTAD</li><li>• Coaching in another area of discipline</li></ul>
Personal qualities	<ul style="list-style-type: none"><li>• Exceptional spoken and written skills</li><li>• Highly motivated and able to inspire both staff and students</li><li>• Enthusiastic and committed</li><li>• A passion for coaching and LTAD</li><li>• A forward-thinking approach</li><li>• An ability to be reflective and self-critical</li><li>• Display calmness under pressure</li><li>• An innovator</li><li>• Charismatic with a real presence</li></ul>	<ul style="list-style-type: none"><li>• Willingness to take on other roles within the department</li></ul>
Knowledge and understanding	<ul style="list-style-type: none"><li>• Secure knowledge and a good understanding of the key skills, concepts in specialist subject.</li><li>• A range of different coaching and learning styles as well as varies methods of assessment</li><li>• Ability to use data to inform and set targets</li><li>• Clear understanding of high-performance</li></ul>	<ul style="list-style-type: none"><li>• Clear understanding of prep and senior PE curriculum and assessment</li><li>• Understanding of the area, sporting bodies and current trends</li></ul>
Other requirements	<ul style="list-style-type: none"><li>• Subject to enhanced DBS checks</li><li>• Ability to demonstrate a commitment to quality and diversity</li><li>• Safeguarding training</li></ul>	



