Director of Hockey (Residential)



Responsible to: Director of Sports.

Salary: Approx £30,000 ACTUAL

Appointment: Residential

Hours of work: Full time, Term Time Only, 1 FTE

About St Leonards Hockey.

Lead and develop the School's hockey programme, creating an enjoyable and ambitious environment in which pupils of different abilities can participate, improve and represent the School.

The Director of Hockey sets the direction for the programme, leads coaching and works with the Director of Sport and coaching staff to raise standards and strengthen participation.

Resident and non resident arrangements

The role may be held on a resident or non-resident basis. The core hockey responsibilities apply to both arrangements. For a resident appointment, any accommodation arrangements and additional boarding or pastoral duties will be agreed separately and set out in the appointment terms.

For a non-resident appointment, attendance will follow the agreed coaching and fixture commitments.



DISCOVER ST LEONARDS

St Leonards has been at the forefront of education since its foundation in 1877. It is a traditional school, yet forward thinking and ever progressive in its outlook, offering a truly inspirational global learning environment for pupils aged 5 to 18.

St Leonards is an HMC and IB World School situated in the heart of the vibrant, historic and cosmopolitan university town of St Andrews, the 'Home of Golf'. The School is fully co-educational with c.550 pupils from Kindergarten to Year 13, over 150 of whom are boarders, with boarding available from age ten. The Junior School accounts for 135 of the pupils of St Leonards, with plans to continue to grow our Junior boarding offering.

With 34 nationalities in the pupil body, it is a school with a truly global outlook. The school's motto is Ad Vitam ('for life'), and the approach to learning of the International Baccalaureate permeates all areas of school life, within and beyond the classroom. The IB ethos is central to all that we do in our school community, to our present day and to our future.

St Leonards offers an exceptional range of enriching academic, sporting, musical and creative opportunities, and was named 'Scotland's Independent School of the Year for Academic Performance' in 2024 and 2026 by the Sunday Times

The average IB Diploma points score in 2025 was 36, with over 85% of all Higher Level (HL) scores graded at 7/6/5 (equivalent to A*/A/B at A level).

The School has recently undergone a multi-million refurbishment programme of the boarding houses; a sector leading golf programme is well established; the record school roll continues to grow; academic achievement is strong; public recognition of St Leonards is incredibly positive; the highest standards of pastoral care are provided by experienced and committed staff, and

outstanding teachers are attracted to work in and become part of the inclusive and diverse St Leonards community.

One hour from Edinburgh Airport and approximately a one hour flight from London, our enviable Scottish location is accessible, with beautiful beaches, historic landmarks and rolling countryside on our doorstep.

The town is very much seen as an extension of the School campus and St Leonards' close collaboration with the University of St Andrews, recently voted the top university in the UK for a second year running, is yet another opportunity. It truly is a special place to live and to work, offering an outstanding quality of life in the most scenic of surroundings.

As we move towards our 150th anniversary, the School is at an exciting stage of its development. At St Leonards, we aspire to attract and retain the best staff, who embody the IB Learner Profile attributes and strive to deliver a holistic education that effectively prepares pupils for the future, fostering in them a love of learning that they take with them through life, Ad Vitam.



Key Responsibilities

Programme leadership and development

- Lead the hockey programme within the School's wider sporting priorities, agreeing achievable development objectives with the Director of Sport.
- Develop a coherent approach to hockey across age groups, with a clear progression from introductory participation to school team performance.
- Review the programme each season, using pupil participation, player progress, team development and feedback to identify practical improvements.
- Encourage enthusiasm for hockey and create a positive team culture based on effort, respect and sportsmanship.

Coaching and player development

- Plan and deliver engaging coaching sessions appropriate to pupils' ages, experience and abilities.
- Set clear coaching principles and work with colleagues to ensure a consistent approach to technical skills, tactical understanding and player development.
- Guide and encourage staff involved in hockey, sharing session ideas and constructive coaching feedback.
- Identify pupils with potential and help them access suitable club or development opportunities, while maintaining opportunities for pupils who play for enjoyment.

Teams and fixtures

- Lead team selection and preparation, applying a fair and transparent approach and communicating expectations clearly to pupils.
- Coach and attend agreed fixtures and competitions, reviewing performances to inform future training.
- Work with the Director of Sport and relevant staff on a suitable training and fixture programme, providing the hockey information needed for school administrative and transport arrangements.

Working relationships and pupil welfare

- Work collaboratively with the Director of Sport, PE staff and other coaches to deliver the programme within agreed resources.
- Communicate constructively with pupils and parents about hockey participation, progress and team expectations, referring wider pastoral matters to the appropriate school staff.
- Maintain useful links with local clubs and relevant hockey organisations to improve playing and development opportunities.
- Follow school safeguarding and health and safety procedures, ensure sessions are appropriately supervised and report welfare, injury or equipment concerns promptly.

What We Offer

●The opportunity to shape and lead hockey programming at both St Leonards School

●A competitive salary and benefits package.

●Potential residential duties within school boarding house

●A supportive, passionate team environment with a shared focus on player development and club success.

●Access to resources and facilities at St Leonards School.

This is not intended to be an exhaustive list of responsibilities and duties. It is expected that the post-holder will participate in other reasonable activities which may be required to meet the needs of the School or for better fulfilment of the role.

All post holders will be required to be accepted for membership of the Disclosure Scotland Protecting Vulnerable Groups (PVG) scheme.

Person specification

Essential

- Experience coaching hockey with children or young people and the ability to develop players of different abilities.
- A relevant hockey coaching qualification, or equivalent coaching experience appropriate to the role.
- Sound technical and tactical knowledge, with the ability to plan purposeful sessions and develop a school hockey programme.
- The ability to lead and encourage colleagues, communicate clearly with pupils and parents, and work as part of a school sports team.
- Good organisation, reliability and a positive approach to pupil participation, development and wellbeing.
- Commitment to safeguarding and to meeting the School's required recruitment checks and training requirements.

Desirable

- Experience leading a school, junior or club hockey programme.
- Experience supporting other coaches and developing links with clubs or player pathways.
- A current first aid qualification.
- For a resident appointment, experience of boarding or pastoral work with young people.



THE APPLICATION PROCESS

St Leonards is committed to creating a diverse and inclusive culture, where all members of the community - colleagues, pupils and families - are seen and valued. This culture ensures that St Leonards delivers an outstanding global education in a multi-cultural living, learning and working environment.

Applications should be made via our School Talent/Teacheroo portal - link here **https://jobsearch.teacheroo.io/st-leonards.**

The closing time and date for applications to be received is 26 November 2026

Interviews to take place soon after the closing date.

If you have not been contacted by this date, we thank you for your interest in the post; however, your application has not been progressed to an interview on this occasion.

Any questions may be directed to recruitment@stleonards-fife.org in the first instance.

Early applications are encouraged as St Leonards reserves the right to interview and close the post early.

All successful applicants will be required to undertake a Criminal Record check and either hold or be accepted for membership of the Disclosure Scotland Protecting Vulnerable Groups (PVG) scheme.



St Leonards School St Andrews, Fife, Scotland KY16 9QJ Tel : 01334 472126 |
registrar@stleonards-fife.org | stleonards-fife.org

St Andrews, Scotland KY16 9QJ Registered Charity SC016693