



GORDONSTOUN

Broader experiences, broader minds.

HEAD OF ATHLETIC DEVELOPMENT

Reports to: Assistant Head of Sport

Job Purpose: Gordonstoun has been leading the way in Hahnian education for more than 80 years. Our uniquely broad curriculum provides challenge in the classroom, at sea and in the mountains, on the stage and on the sports fields and enables students to discover the truth in our motto – Plus Est En Vous – there is more in you.

The Athletic Development Coach will lead and develop the physical development of students from both Gordonstoun and Gordonstoun Prep, providing specialist support to students as experience and opportunities allow. This role involves leadership, coaching, administration, and the holistic development of student-athletes, all in alignment with Gordonstoun's values. The approach balances high-level competitive performance with wide participation, development and challenge.

Working Hours: 39 hours per week

Responsibilities of all members of staff:

- Adhere to Gordonstoun's policies and procedures regarding Child Protection and Health and Safety
- Actively contribute to the school's ethos, aligning with Gordonstoun's core values: Safe, Positive, and Improving.
- Undertake any additional tasks as required to support the school's operations and objectives.

Sports Programme Management

- Design and implement Strength and Conditioning programmes tailored to various sports and individual needs, covering students from both Gordonstoun and Gordonstoun Prep.
- Conduct regular assessments and provide feedback to student-athletes on their progress.
- Collaborate with sports coaches to integrate Strength and Conditioning into overall training plans.
- Implement strategies for injury prevention and rehabilitation, working closely with medical staff.
- Provide mentorship and emotional support for student-athletes balancing academics and sports.

Programme Development and Leadership:

- Organise holiday training programmes in collaboration with the Assistant Head of Sport and Head of Coaching, including preseason training camps.
- Plan and execute sports tours during term time and school holidays, aligning with the agreed touring strategy communicated by the Head of Sport.
- Foster a culture of sportsmanship, teamwork, and resilience, creating pathways for elite athletes while encouraging participation at all levels.
- Support the delivery of fixtures through the necessary administration, including transport, equipment, catering requirements, and team supervision for both home and away matches.
- Lead the management of athletic development across all sports, throughout the whole school, ensuring students receive appropriate training and support.

Partnerships and Recruitment

- Support the school's recruitment efforts by showcasing the strength of its sports programme.
- Attend coaching sessions at Scottish prep schools as directed by the Head of Sport to aid in recruitment efforts.

Sports Coaching

- Develop adaptive sports initiatives and promote diversity in sports participation.
- Lead the athletic development for focused, core sports in each of the three terms. Plan and deliver well-structured sessions, ensuring a blend of skill development, tactical understanding, and physical fitness.
- Develop and implement a robust curriculum of athletic development, ensuring a blend of skill development, tactical understanding, and physical fitness.
- Coach sport in the evenings, at weekends and, where appropriate, the mornings
- Lead strength and conditioning activities in the evenings, at weekends and, where appropriate, the mornings. Providing hands-on instruction in strength and conditioning techniques.

Reporting

- Write and submit termly student reports covering core sports and extracurricular activities across the school.

Administration

- Manage sports equipment, kit, and maintenance requests relevant to the assigned area of responsibility.
- Ensure completion of risk assessments for all sports-related activities within the assigned area of responsibility.
- Oversee the team selection process, promoting equal opportunities for students within playing squads and effectively communicating with students, parents, and staff.
- Attend and actively contribute to weekly Sports Coaches meetings, leading relevant upskilling sessions within the department.

Extent of Responsibilities

- Deliver sports and activity sessions during the school day from Monday to Friday.
- Participate in the evening operations of the Sports Centre one evening per week.
- Lead Senior School sports activities on Saturday afternoons.
- Take part in the Sunday duty rota, overseeing inter-house events and managing sports facilities, including during leave-out weekends.

Pastoral and General Duties

- Assist with staff duties, being assigned to the various duty teams
- Attend chapel at least twice a week
- Attend full Staff Meetings in the Senior School
- Attend major School functions
- Candidates may also apply to be a Tutor which involves student support, boarding house duties and being part of the duty team; this attracts an additional payment.

Accommodation:

- For residential coaches, a room or flat suitable for single accommodation can be provided at a nominal charge. This must be vacated within three days of the end of the Summer Term. Coaches may also apply for a residence within a boarding house, where no charge is levied for accommodation in recognition of the duties associated with the role
- All meals are provided in the school refectory during term time.

PERSON SPECIFICATION:

Attributes	Essential	Desirable	Assessment Method
Experience, Education & qualifications	<ul style="list-style-type: none"> • UKSCA or NSCA accredited (or working towards) • Significant and relevant breadth of experience in athletic development • Experience in planning, delivery, and evaluation of performance enhancement programmes • Understanding of how to analyse the needs of the athlete and sport • Experience working with children and young people 	<ul style="list-style-type: none"> • BSc in strength and conditioning, sports science, or related subjects. • Experience of working in a school environment. • First aid qualifications. • Secondary coaching Qualification in Athletics • Experience in Sports Therapy 	Application form References Interview
Skills/abilities (general)	<ul style="list-style-type: none"> • Excellent IT skills, including proficiency in all MS Office applications. • Excellent communication and interpersonal skills. • Ability to organise groups of students at all levels of ability 		
Personal skills and qualities	<ul style="list-style-type: none"> • Conscientious and diligent, with excellent attention to detail. • Flexible, with a can-do attitude. • Someone who creates a positive and cooperative working environment. • A commitment to Gordonstoun's unique educational ethos. • A commitment to doing the best for students from diverse cultural backgrounds. 		
Child protection	<ul style="list-style-type: none"> • Suitable to work with children • A full PVG check will be completed on the successful candidate 		References PVG check