



Graduate Assistant & Resident Tutor (Strength & Conditioning)

To start August 2026.



The Role

We have an exciting opportunity for an enthusiastic and motivated individual to join the School as a Graduate Assistant (Strength & Conditioning) and Resident Tutor on a fixed-term basis for one academic year.

This role is ideally suited to a graduate seeking valuable experience ahead of a career in teaching, coaching, sport science, strength and conditioning, or the wider education sector.

The successful candidate will have a strong interest in strength and conditioning, athlete development, and supporting young people to achieve their potential. Previous experience in strength and conditioning is desirable. Working closely with the PE and Games Department, they will contribute to coaching, strength and conditioning provision, and the delivery of the School's games programme.

In addition to their departmental responsibilities, the successful candidate will serve as a Resident Tutor within one of the School's boarding houses. This rewarding role offers the opportunity to play a full part in boarding life, supporting pupils' wellbeing, pastoral care, and participation in co-curricular activities. Resident Tutors play an important role in helping to create a positive, supportive, and inclusive boarding environment. Accommodation is provided as part of the overall remuneration package. This is an excellent opportunity to gain broad experience within a leading independent school while making a meaningful contribution to both the sporting and boarding life of the School.

Strathallan School

Strathallan School is a leading co-educational boarding and day school with an outstanding reputation for academic excellence, sporting achievement, and creativity in the arts. Situated in the beautiful Earn Valley, the School occupies a self-contained wooded estate of 150 acres on the edge of the village of Forgandenny. Perth is a short drive away, and convenient motorway links provide easy access to Edinburgh, Glasgow and the Scottish Highlands.

The campus combines traditional architecture with modern, purpose-built facilities. The main building, a Grade B listed property, was originally a private mansion and became home to Strathallan in 1920 when the School moved from its original 1913 site.

Strathallan's dedicated teaching and support staff work collaboratively across a range of departments including Administration, Finance, Domestic Services, Human Resources, Estates, Grounds, IT, External Relations, Catering, and Medical. Each department



plays an integral role in ensuring the smooth and effective running of the School. The Head of each department (with the exception of External Relations) reports to the Bursar, while the Director of External Relations, like the Headmaster & CEO and the Bursar, is a member of the School's Executive. The Executive Team also includes the Head of Senior School and the Head of Prep School, all of whom work together to ensure the effective leadership and strategic direction of Strathallan. Collectively, the Executive are accountable to the Board of Governors for all aspects of the School's operation and development.

Key Responsibilities

The Graduate Assistant and Resident Tutor plays a full and active role in the life of the School, contributing to both the co-curricular programme and the pastoral provision within the boarding house. This is a varied and demanding position, requiring energy, enthusiasm, and a genuine commitment to supporting young people in both their personal and academic development.

The post-holder will work within the School's Sports provision, supporting the delivery of high-quality coaching, teaching, and enrichment activities, while also undertaking responsibilities as a Resident Tutor within a boarding house. The role offers an excellent opportunity for graduates seeking to gain meaningful experience in education, coaching, or sport, within a supportive and high-performing environment.

The role is expected to include the below key responsibilities:

Key Responsibilities

- ◇ Contribute to the delivery of the School's Co-curricular programme, supporting the Sports department.
- ◇ Plan, prepare, and deliver coaching sessions, ensuring sessions are engaging, structured, and development-focused.
- ◇ Support the progression and development of pupils by observing performance, identifying areas for improvement, and contributing to individual and team development.
- ◇ Assist with the organisation and delivery of fixtures and tournaments, including associated logistics such as transport, equipment, and preparation.
- ◇ Accompany pupils to fixtures and competitions, ensuring appropriate supervision, high standards of behaviour, and a positive representation of the School.
- ◇ Establish and maintain clear expectations of pupil behaviour in line with School policies, acting consistently as a positive role model.
- ◇ Contribute to the promotion and visibility of the Sports provision, supporting events, activities, and wider engagement within the School community.
- ◇ Work collaboratively with teaching staff, instructors, and support staff to ensure a consistent and high-quality experience for pupils.
- ◇ Undertake responsibilities as a Resident Tutor within a boarding house, supporting the day-to-day running of the house and contributing to a safe, structured, and supportive environment.
- ◇ Provide pastoral care and guidance to pupils, supporting their wellbeing, personal development, and engagement in School life.
- ◇ Undertake regular boarding duties, including evening and weekend commitments, ensuring appropriate supervision and contributing to a positive boarding experience.
- ◇ Support the academic progress and development of an allocated tutor group, monitoring progress, encouraging engagement, and liaising with relevant staff as required.

- ◇ Assist in maintaining appropriate records relating to pupil welfare, progress, and conduct, and contribute to reports and references where required.
- ◇ Support the implementation of the School's disciplinary and behavioural expectations, applying these fairly and consistently.
- ◇ Promote and encourage participation in a broad range of co-curricular and house activities, supporting a well-rounded pupil experience.
- ◇ Engage with parents, where appropriate, to support communication regarding pupil welfare and progress.
- ◇ Ensure compliance with safeguarding, health and safety, and statutory requirements.
- ◇ Attend relevant meetings, training, and professional development opportunities.
- ◇ Undertake any other duties as reasonably required by the Director of Sport or Housemaster/Housemistress.
- ◇ Act at all times as an ambassador for the School, upholding its values, ethos, and reputation.

Who are we looking for?

Qualifications & Experience

We are looking for a graduate who has a genuine interest in working with young people aged 13–18 and who is keen to develop their experience within a school environment.

The successful candidate will preferably have a degree in Sport Science, Strength and Conditioning, Physical Education, Sports Coaching, or a related discipline. A particular interest in strength and conditioning, athlete development, and supporting young people to reach their sporting potential is essential.

Previous experience of delivering strength and conditioning programmes, coaching sport, or working with young people would be advantageous, although it is not essential. More important is a clear enthusiasm for supporting pupils' development and a willingness to engage fully in all aspects of school life.

Relevant coaching qualifications and a First Aid qualification would be desirable.

The successful candidate will be required to obtain clearance through Disclosure Scotland's PVG Scheme.

Knowledge & Skills

You will be able to motivate and encourage pupils to engage positively in strength and conditioning activities, sport, and physical development, helping to build confidence, resilience, teamwork, and a positive attitude towards performance and wellbeing.

An understanding of the principles of strength and conditioning, long-term athlete development, and safe training practices would be advantageous.

Strong communication skills are essential, with the ability to engage effectively with pupils, colleagues, and parents. You should be organised, able to manage your time effectively, and comfortable using IT to support your work.

An awareness of the importance of pupil wellbeing is key, and any interest or training in this area would be beneficial. A full, clean driving licence (or willingness to obtain the appropriate licence) would also be advantageous.

Personal Qualities

We are seeking individuals who are enthusiastic, approachable, and committed to supporting the holistic development of young people in a values-led environment.

You will be confident building relationships, maintaining a professional manner, and contributing positively to a busy school community. Reliability, flexibility, and a willingness to take on a varied role - including evening and weekend commitments - are essential.

You should be able to work both independently and as part of a team, using initiative where required, and remain calm and organised when managing multiple responsibilities. Above all, you will bring energy, commitment, and a genuine desire to make a positive difference to pupils' experience.

Terms of Appointment

Remuneration

- ◇ The salary for this role is £18,796 per annum plus a heating and lighting allowance of £335 per annum. The remuneration package also includes a two-bed flat.

Hours of work

- ◇ The post-holder will within reason, be expected to work such hours as may be necessary for the efficient carrying out of the role responsibilities. The normal working week will be 6 days per week (Monday to Saturday) in consultation with the Director of Sport and the Housemaster/mistress. Normal working hours will be considered to be 40 hours per week. There will be a requirement for evening and weekend work. Flexibility in regard to working hours is deemed an essential aspect of this role.

Pension Scheme

- ◇ A contributory pension scheme with an employer contribution of 4%.

Benefits

- ◇ On-site parking.
- ◇ Death-in service cover.
- ◇ During each School Term, you will, when on duty, be entitled to such meals as are available at the school for pupils free of charge.
- ◇ Discounts in 100's of retailers.
- ◇ Cycle to Work Scheme.
- ◇ Blue-light card eligibility.

Other Information

- ◇ Any offer of employment will be subject to Safer Recruitment checks, including suitable clearance through Disclosure Scotland's PVG scheme, the receipt of two satisfactory professional references and proof of the Right to Work in the UK. The successful candidate will also be required to register with the SSSC within 3 months of commencing post.

Application Process

- ◇ If you would like to apply, please submit your application online by 20th July 2026. The interviews will be arranged shortly after.
- ◇ For any queries regarding the role or the application process, or to arrange an initial conversation, please contact us at: hr@strathallan.co.uk.



STRATHALLAN
SCHOOL

Opportunities for *all* to excel

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