



# GORDONSTOUN

Broader experiences, broader minds.

## HEAD OF COACHING

**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 Head of Coaching is responsible for maintaining and enhancing high-quality sports coaching across the school, ensuring both participation and high-performance sport are effectively supported. This role involves mentoring and guiding sports coaches to achieve the best outcomes for students while fostering a culture of development, challenge, and sporting excellence.

**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.

### Management and Development:

- Ensure the delivery of high-quality sports coaching across the department
- Co-ordinate CPD opportunities to support the continuous professional development of coaching staff.
- Provide mentorship and emotional support for student-athletes balancing academics and sports.
- Serve as the primary point of contact for parents, staff and students, addressing inquiries and concerns professionally and promptly.

### Leadership:

- Coordinate and attend preseason training camps in collaboration with the Athletic Development Coach before the start of each term, as directed by the Head of Sport.
- 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.

### **Partnerships and Recruitment:**

- Support the school's recruitment efforts by showcasing the strength of its sports programme.
- Conduct admissions-related presentations, tours, and visits for both international and domestic recruitment.
- Attend coaching sessions at Scottish prep schools as directed by the Head of Sport to aid in recruitment efforts.

### **Sports Coaching:**

- Lead the coaching of a specific focused, core sport in each of the three terms. Plan and deliver well-structured sessions, ensuring a blend of skill development, tactical understanding, and physical fitness.
- Develop adaptive sports initiatives and promote diversity in sports participation.
- Coach sport in the evenings, at weekends and, where appropriate, the mornings

### **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.
- Lead and manage teams selections, 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:**

<b>Attributes</b>	<b>Essential</b>	<b>Desirable</b>	<b>Assessment Method</b>
Experience, Education & qualifications	<ul style="list-style-type: none"> <li>• Significant and relevant breadth of experience of playing and coaching sport</li> <li>• Experience of sporting development pathways</li> <li>• Qualified sports coach to UK level 2 or equivalent</li> <li>• Knowledge of Long-Term Athlete Development</li> <li>• Experience working with children and young people</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in a school environment.</li> <li>• UK level 3 coaching qualification or equivalent.</li> <li>• First aid qualifications.</li> <li>• Qualification and experience as a coach educator</li> </ul>	Application form References Interview
Skills/abilities (general)	<ul style="list-style-type: none"> <li>• Excellent IT skills, including proficiency in all MS Office applications.</li> <li>• Excellent communication and interpersonal skills.</li> <li>• Ability to organise groups of students at all levels of ability</li> </ul>		
Personal skills and qualities	<ul style="list-style-type: none"> <li>• Conscientious and diligent, with excellent attention to detail.</li> <li>• Flexible, with a can-do attitude.</li> <li>• Someone who creates a positive and cooperative working environment.</li> <li>• A commitment to Gordonstoun's unique educational ethos.</li> <li>• A commitment to doing the best for students from diverse cultural backgrounds.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to manage people in a team environment</li> </ul>	
Child protection	<ul style="list-style-type: none"> <li>• Suitable to work with children</li> <li>• A full PVG check will be completed on the successful candidate</li> </ul>		References PVG check