

Candidate pack

# Head of Athletic Development & Assistant Head of Rugby For September 2025

*Stowe*



# Our Vision and Ethos

## We are Change Makers

Our goal is to inspire pupils and colleagues to be Change Makers who will shape positive futures for themselves, their families and the global community. Our World-class facilities support our educational aims and are shared with the wider community. We strive for excellence and celebrate achievement, valuing education as a journey and not a destination in the belief that all pupils can exceed their potential. Learning is learnable and everyone can improve. Our aim is to encourage personal development by creating a flourishing, vibrant, cohesive, caring and socially inclusive community which embraces pluralism, diversity and intercultural understanding. We celebrate differences by giving everyone a voice and then listening to multiple viewpoints. It is our collective responsibility to develop the cognitive, physical, emotional and spiritual well-being of everyone in our community. We are committed to the development of character with particular emphasis on tolerance, resilience, honesty, humility, courage, compassion, gratitude and service. We strive to attract and retain employees of the highest calibre.



Dr Anthony Wallersteiner  
**Head of The Stowe Group**

The Group's talented and committed workforce is one of our greatest strengths. We are committed to fostering team engagement, attracting, mentoring, developing and retaining our best teachers and support colleagues. We focus on employee well-being, provide opportunities for professional growth and create a culture of community and partnership. Environmental stewardship and sustainability are cornerstones of The Stowe Group.

Pupils and colleagues have a heightened awareness of their social and environmental responsibility in preserving our unique ecosystem. We have developed and implemented a comprehensive Environmental Stewardship Programme which confronts a variety of challenges, including climate change and environmental sustainability.

**“Our goal is to inspire pupils and colleagues to be Change Makers who will shape positive futures.”**



# THE *Stowe* GROUP

The Stowe Group of schools (Stowe, Ashfold, Swanbourne House and Winchester House) is situated on four separate sites in Buckinghamshire and Northamptonshire. Across the four schools, The Stowe Group can offer education for boys and girls from 3-18 years. Within The Stowe Group there are more than 1,800 pupils and 800 members of staff. The Schools occupy sites of historical significance in Swanbourne, Dorton, Brackley and the world-famous landscape gardens at Stowe, where we work with The National Trust to manage 880 acres and open the grounds to over 200,000 visitors a year. Stowe House is open to the public during the School holidays and for guided tours during term time. The Stowe Group is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. In 2021, The Stowe Group launched its transformational and substantive Change Makers vision and Change 100 programme.



*Stowe*



**SWANBOURNE HOUSE**  
BUCKINGHAMSHIRE



  
**ASHFOLD**  
SCHOOL



**WINCHESTER**  
**HOUSE** 





# Job details

**Appointment of: Head of Athletic Development & Assistant Head of Rugby**

**Department: Sports**

**Accountable to: Director of Sport**

**Number of direct reports: N/A**

**Location: Stowe**

**Salary: Up to £32,000**

**Contract: Permanent**

**"The Group's talented and committed workforce is one of our greatest strengths. We are committed to fostering team engagement, attracting, mentoring, developing and retaining our best teachers and support colleagues"**

## **Purpose of the job:**

To coach Sport on Monday through to Saturdays, during term time. To take the lead in the provision of athletic development of Stoics. To lead the Performance Programme and support the delivery of a high-quality programme of rugby and other sports to a variety of ages. To create a safe environment where students and staff enjoy taking part in strength and conditioning and rugby and develop positive life-long habits and attitudes.

## **Key Responsibilities and Accountabilities:**

- To promote the aims of the Group at all times with colleagues, parents, pupils and the public
- To play a full part in seven day a week boarding Schools with commitment to teaching, pastoral care, extra-curricular activities and School duties.
- To assist in the recruitment of pupils and to promote the Schools and Departments.
- To provide professional high quality teaching/coaching, with the effective use of appropriate resources and the highest standards of learning and achievement of all pupils.
- To attend all appropriate Health & Safety (COSHH) and Child Protection training issues related to the pupils, Schools and Departments.

## **Key Tasks**

### **Head of Athletic Development –**

Devise, implement, and refine an overarching athletic development strategy.

Lead strength & conditioning, speed & agility, injury prevention, and recovery programming.

Collaborate with the Sports Department and Sports Science Department to align theory with practice.

To lead the Performance Programme for Sports Award holders.

To coach small group and individual S&C sessions throughout the day.

To organise and manage the staffing of the gym  
To assist each sport with their S&C provision  
Mentor and deliver CPD to coaches across sports.

Organise performance-monitoring, to include fitness testing, movement screening, and progression tracking.

Promote innovation in training methods, including tech-driven analysis and planning.

Advise on nutrition and recovery protocols, liaising with medical staff for integrated support.

Offer elite-level coaching for top performers while ensuring access and support for all students.

To maintain high standards of behaviour and dress in the gym.

## **Sports Coaching – with a particular focus on rugby**

To enable pupils to acquire knowledge and make progress according to their ability so that they increase their understanding and develop their skills in the sport taught.

To foster in pupils the application of physical or creative effort, interest in their work, and the ability to think and learn for themselves.

To create well-planned coaching sessions and deliver through effective and appropriate teaching/coaching methods.

To show a good understanding of the aptitudes, needs and prior attainments of the pupils and ensure these are taken into account in activity-planning.

To organise coaching sessions to suit age and ability of pupils.

To teach or coach lessons and games sessions at the Stowe Group Prep schools.

To give feedback to players in order to develop their performance and understanding.

To coach at the Junior Performance Programme sessions.

To organise the filming of matches.

To assist with video analysis, including organising and clipping footage so that it is ready for review.

Ensuring all coaches can access the match footage and use it for team analysis and feedback sessions.

## **Key Tasks**

### **Management & Administration**

To ensure the registration of pupils for practices during afternoon activities.

To co-ordinate match results and match reports in a format suitable for School assembly and website.

To be familiar with the risk assessments of sports/activities undertaken.

To ensure sports equipment/facility is safe prior to starting activity.

To manage the maintenance of the equipment in the gym.

To manage the athletic development budget.

To manage the Placement S&C coach.

To develop links with Prep and local schools to identify and help recruit strong sporting pupils in the future.

To manage the athletic development and Rugby social media sites on Instagram to assist with the marketing and communication for the whole department.

To be available for some evening duties managing the gym.

To Assist the Sports Department with tasks during the day as required.

To ensure the registration of pupils for practices during afternoon activities.

To attend INSET for continued professional development.

To assist the Director of Sport in the delivery of the Sports Scholarship programme.

Assisting with the organisation and implementation of the various rugby tours.

Liaising with Academy rugby staff.

Assisting in the organisation and implementation of the various camps, tournaments and rugby marketing ventures.

To assist with the organisation of catering requirements for matches as directed by the master i/c or Director of Sport.

To maintain good order and discipline among pupils and safeguarding their health and safety both on the School premises and when they are engaged in School and other activities elsewhere, within the framework of the Health and Safety Policy documents.

To adhere to and manage all appropriate Health & Safety legislation, risk assessments and Child Protection training issues related to the Department.

### **Social and moral welfare of pupils**

To take responsibility for the educational, social and moral welfare of pupils in the context of Stowe's boarding community.

### **Assessments and reports**

To provide or contribute to oral and written assessments, reports and references relating to individual pupils and groups of pupils.



## **Key Tasks continued**

### **Review and Professional Development**

To keep abreast of developments in his/her sport(s) and its coaching methods in order to maintain a high level of professional competence Staff should also participate in arrangements within the agreed framework for review and professional development, including INSET.

### **Discipline, Health and Safety**

To maintain good order and discipline among pupils and safeguarding their health and safety both on the School premises and when they are engaged in School and other activities elsewhere, within the framework of the Health and Safety Policy documents.

To adhere to and manage all appropriate Health & Safety legislation, risk assessments and Child Protection training issues related to the Department.

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### **Meetings**

To participate in all meetings which relate to the school curriculum, school organisation and school administration and to attend Chapel, assemblies and other school events as required by the Headmaster.

### **School Duties**

To undertake the supervision of pupils at mealtimes, on school journeys and on school premises as required by the duty rota.

# Stowe SPORT





## Person specification

The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form

Attributes	Essential	Desirable
Qualifications		<ul style="list-style-type: none"><li>• A recognised strength and conditioning qualification.</li><li>• A good degree in Sports science or related field.</li><li>• Nationally recognised coaching qualifications</li></ul>
Specialist Skills and Experience	<ul style="list-style-type: none"><li>• Personally committed to continued professional development.</li><li>• The ability to transfer your enthusiasm and knowledge of sport to the pupils.</li></ul>	<ul style="list-style-type: none"><li>• Experience of Independent and/or State boarding environment.</li><li>• Good ICT skills.</li><li>• Driving licence.</li><li>• The ability to coach at least 2 sports to a high level.</li><li>• Basics of financial management (departmental budgets).</li></ul>
Personal Qualities	<ul style="list-style-type: none"><li>• Hard Working, Enthusiastic and energetic.</li><li>• Good team player.</li><li>• Good organisational skills.</li><li>• Good professional manner.</li><li>• Excellent practitioner able to inspire pupils in the love of (your) sport.</li><li>• Ability to communicate effectively with pupils, staff and parents.</li><li>• Willingness to contribute fully to the life of busy boarding schools.</li></ul>	

The job description will be reviewed and be subject to amendment in consultation with the post holder

**Date Agreed: July 2025**



*Stowe*SPORT







**From Stowe School:**

**Heathrow Airport is an hour's drive away and Luton Airport 40 minutes.**

**Stowe School has nearby access to main traffic routes the M40, M1 and A5.**

**Milton Keynes Central train station – with regular trains to London – is a 30 minute drive from Stowe.**





# We are change makers

THE *Stowe*  
GROUP

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Stowe School 01280 818

**SECURITY**

BARBARIAN