

Job Description

Job Title:	Head of Athletic Development and Assistant Head of Rugby
Department:	Sports
Job Grade (if applicable):	4
Accountable to:	Director of Sport/Director of Rugby
Number of direct reports:	No direct reports
Budgetary responsibility:	None
Location:	Stowe School
Purpose of the role:	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.

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 and educates children 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 Change Makers vision and Change 100 programme.

Vision & Ethos

We are Change Makers

Stowe stands in the most sublime setting of any school in the world. Historic buildings, landscaped gardens and the very spirit of the Enlightenment sit at the heart of its founding. But, as this remarkable landmark enters its second century as a leading public school, we believe that beauty and tradition are not enough: our future vision for the School embraces change, uncertainty and the challenges that will face our pupils not just during their academic careers, but throughout the rest of their lives in a world which is increasingly complex and ambiguous. Within that volatile environment we see our pupils and staff as Change Makers. They will make a lasting impact not only while they are here at Stowe, but, perhaps more importantly, in the wider world. The history of this place, both as a stately home and as a pioneering school remains important to our mission of education, and at the heart of a Stowe education remains intellectual enquiry, academic curiosity and a love of learning. We strive for a balance of rights and responsibilities, equality and inclusion and to treat each pupil and member of staff as an individual. Our vision is inspired by a history of progressive thinking, and has been developed through collaboration with our pupils, parents, teachers, support staff, governors and alumni. Yes, we teach pupils how to excel in

exams, but we also teach them how to collaborate, how to solve problems and how to think critically. Stowe is educating a generation of Change Makers ready to transform the world.

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 staff. We focus on employee wellbeing, provide opportunities for professional growth and we create a culture of community and partnership.

Key Tasks:

Key Responsibilities:

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

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

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.

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

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.

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"> • 	<ul style="list-style-type: none"> • A recognised strength and conditioning qualification • A good degree in Sports science or related field • Nationally recognised coaching qualifications
Specialist Skills and Experience	<ul style="list-style-type: none"> • Personally committed to continued professional development 	<ul style="list-style-type: none"> • Representative honours • Previous experience of coaching • Experience of Independent and/or State boarding environment • Good ICT skills

		<ul style="list-style-type: none"> • Driving licence • The ability to coach at least 2 sports to a high level • Basics of financial management (departmental budgets).
Personal Qualities	<ul style="list-style-type: none"> • Enthusiastic and energetic • Good team player • Patience and a sense of humour • Good organisational skills • Good professional manner and appearance • Excellent practitioner able to inspire pupils in the love of (your) sport • Ability to communicate effectively with pupils, staff and parents • Willingness to contribute fully to the life of a busy boarding school 	<ul style="list-style-type: none"> •
This job description and Person Specification reflects the present requirements of the post and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post holder		
Date Agreed: June 2025		