

Lead Swimming Coach (Full-Time, Full-Year, Permanent Contract) Sports Department

Whitgift is one of Britain's leading independent boarding and day schools for boys aged between 10 and 18 years, with approximately 1460 pupils and over one hundred boarding or flexi-boarding pupils. It was founded in 1596 by Elizabeth I's last Archbishop of Canterbury, John Whitgift, and is the oldest school in Croydon. Whitgift enjoys facilities of outstanding quality, amongst the best available nationally, in a beautiful parkland estate in South Croydon with excellent links to London, Surrey and the south coast.

We are seeking to appoint an experienced and well-qualified Swimming Coach to plan and implement swimming sessions to a minimum of county championship level. Pupils will range from progressive swimmers to competition/gala level and beyond. The successful candidate will have previous experience of working with children and a proven ability to motivate and inspire them to achieve their very best. Coaching in water polo will be a regular feature of this role. The position is available from 1 September 2018.

OUTLINE OF POST:

The Swimming Coach is responsible for coaching the development of swimmers throughout the school, from social swimmers to Elite National Performers. The Coach would co-ordinate training, competition schedule (in conjunction with the Head of Swimming) and administration so as to position Whitgift at the forefront of swimming development.

This position reports to the Head of Swimming and Director of Sports.

MAIN DUTIES AND RESPONSIBILITIES:

- Coaching Junior and Senior Swimmers from School Squad, to County and Regional Standard 5 mornings a week before school, 2 lunchtimes and 1 after school session
- Assist on all swimming (PE) lessons
- Assist teaching swimming/water polo in Games (Yr 9 upwards—4 sessions per week)
- Coach 1 session per week of Progressive swimmers
- Lead Coach at all school galas, both Home and Away (plus weekend competitions where necessary)
- Plan and implement training programs (including Schemes of Work) for water and land based training schemes.
- To ensure footage and accurate record keeping is kept throughout the year for publication purposes
- Helping to facilitate the transition of swimmers from pre-squad development groups into the competitive section.
- Contributing to an effective coaching structure, and engaging actively in continuous personal development and the development of Whitgift Swimming
- To have an involvement in the Departments Scholarship Scheme, in particular in swimming, helping organise swim camps, along with scholarship assessment
- Liaise with external clubs, regarding up to date practice and identification of any potential swimming scholars

- Primary School Outreach Programme (external) Swimming Coaching when appropriate
- Work with local, national and international universities and colleges to develop pathways for our pupils
- Assist at the weekend as required by the DoS.

PERSONAL RESPONSIBILITIES

To carry out the duties and responsibilities of the post, in accordance with the School's Health and Safety Policy and relevant Health and Safety Legislation.

The Whitgift Foundation is committed to safeguarding and promoting the welfare of young and elderly people in their care and expects all staff and volunteers to share this commitment.

PERFORMANCE STANDARDS

To ensure that all services within the areas of responsibility are provided in accordance with the School's commitment to high quality service provision.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties.

PERSON SPECIFICATION:

Essential

- Experience within the world of swimming as a teacher, coach or athlete
- Minimum coaching qualifications at UKCC Level 1 Award for Coaching Swimming or equivalent with UKCC Level 2 Coaching qualifications preferred
- Teaching qualifications of Level 2 desirable
- Experience of coaching swimmers to a minimum of county championship standard and experience of working with children in a contemporary professional environment
- Knowledge of the long term development practices for young swimmers, in line with the British Swimming Long Term Athlete Development pathway
- The ability to plan and implement training sessions in the water and on the land so as to produce the development of skills and performance
- Understanding of the integration of a successful sports' performance programme into a school's educational environment
- Ensure that the swimming programme brings benefit even to those pupils who do not take part in it, providing a permanent reminder of the time and effort it takes to achieve excellence.
- Committed to developing young athletes in line with the Ethos and values of the Whitgift Sports program
- Able to display and instil strong and inspiring leadership qualities
- A strong team player, capable of integrating their own ideas with those in a broader organisational environment
- Capable of planning and delivering against identified goals
- An independent coach, capable of creating new ideas and implementing them
- Embracing Whitgift's broad environment and approach to all round education

Desirable

- First Aid trained would be an advantage.

FURTHER INFORMATION

All of our staff benefit from a competitive remuneration package, including:

- 25 days' holiday entitlement (for full-year posts), rata for part-time or fixed-term positions
- Membership of a generous money purchase pension scheme for all support staff which includes 3 x salary life assurance cover
- Free access to an Employee discount Club, which offers discounted rates on a range of products and services, including insurance, holidays and travel, fashion and retail
- Discounted school fees for permanent staff working at, or for, the Foundation Schools
- Discounted off-peak membership at our onsite gym, Nuffield Health
- Membership of the Simply Health Cash Plan Scheme, which gives financial support towards the cost of optical, dental and medical costs as well as a free 24 hour advice line for all staff
- A range of family-friendly benefits including enhanced maternity pay and childcare vouchers
- Season ticket loan
- Onsite parking
- Lunch is available onsite during term time

CONDITIONS OF SERVICE

This position is offered as a full-time, full-year, permanent contract.

The Lead Swimming Coach will work 5-6 days per week, Mondays to Saturdays. The hours of work are 8.00am to 5.00pm but can be variable and time off in lieu is given during the school holidays to cover Saturday working (hours averaging at 40 hours per week) with a one-hour unpaid lunch break. There will be a requirement for flexibility with start and finishing times to meet the needs of the department or for school events throughout the year. Any changes will be mutually agreed in advance with your line manager.

The salary range for this post will be Point 27-29 on the Whitgift Foundation Support Staff Salary Scale, dependant on qualifications and relevant experience. This is £31,908-£33,891.00 per annum.

We welcome applications from all parts of our community as we aspire to attract staff that matches the social and cultural diversity of our student intake.

To apply, please visit www.whitgift.co.uk/vacancies. For any queries, please telephone 020 8688 9222 or e-mail the Human Resources Department at SchoolHR@whitgift.co.uk.

Applications will be reviewed on a daily basis and we invite interested candidates to apply as soon as possible.

As a result of the Asylum and Immigration Act 1996, employers now have to verify that new recruits who are not British Nationals are eligible to work in this country. Therefore any applicant who is offered an interview will be asked to provide official documentation to verify their ID, address and right to work in the UK. It is also normal practice for the School to ask for original qualifications and professional membership documents as detailed on their application.

Whitgift School is committed to safeguarding and promoting the welfare of young people, and applicants must be willing to undergo safeguarding and child protection screening including checks with past employers and the Disclosure & Barring Service.

June 2018