

Fettes College

Director of Sport

Start date: September 2018





Fettes College seeks to appoint a Director of Sport who is an inspirational leader to oversee the continued development of sport and physical activity in the school.

The Director of Sport will ensure that sport, games and active lifestyles are at the heart of life at Fettes. They will be the ambassador of the benefits of participation, and will oversee a significant programme of activities, which will enthuse all pupils, and provide inspiration to strive to excel.

The successful candidate will have a firm understanding of the landscape of independent school sport, and a clear vision of the successful programme of the future. Efficient management of people and resources will be necessary to deliver an industry leading programme to ensure that sport and exercise impacts upon all pupils.

S(he) will join an large and enthusiastic specialist Sports Department in the Senior School (13-18) and collaborate closely with the Prep School (7-13) who share the same facilities. A significant number of Fettes teachers contribute to the operation of the Games Programme.

A willingness to be involved in the extra-curricular life of this flourishing boarding school will be essential. Salary above the national scale.



Fettes College, founded in 1870 and administered by the Governors of the Fettes Trust, is an independent school of some 760 boys and girls. There are 550 students in the Senior School (13-18 years), of whom 75% are boarders, and 210 students in the Preparatory School (7-13 years).

The School is in membership of AGBIS (Association of Governing Bodies of Independent Schools). The academic staff consists of the Headmaster (a member of the Headmasters' and Headmistresses' Conference), the Headmaster of the Fettes College Preparatory School (a member of the Incorporated Association of Preparatory Schools) and ninety full-time members of the Common Room. There is a strong Old Fettesian Association.

The School stands in a magnificent park of approximately 100 acres close to the centre of Edinburgh. The main building contains the Chapel, the Library, the Classics, English and History Departments, the Medical Centre and two boarding houses. The Preparatory School and the other seven boarding houses, the Dining Hall, the newly-opened Spens Building which houses Art, Economics, Geography, History, Mathematics, Modern Languages and Music, the Concert Hall, the Science laboratories, the Sports Centre, the all-weather Games Pitches, squash and fives courts are situated in the grounds. A boarding house adjacent to the Science Block accommodates the whole of the Upper Sixth Form. There are extensive playing fields.

The College has been fully co-educational since 1980.





The Aims of the College

Fettes College aims to nurture the individual while fostering a happy well-ordered and caring community with strong family values at its core.

To this end, we will do our utmost to ensure our students:

- Receive the highest possible quality of education within a boarding environment
- Feel valued, have a sense of personal worth, are thoughtful and considerate of the needs of others, possessing a willingness to take on responsibility
- Develop their self-confidence, integrity, emotional resilience, loyalty, good manners and humour, leadership skills and team-work
- Value a sense of community and service, and develop a clear sense of right and wrong, equipping them for life beyond Fettes
- Are provided with equal opportunities regardless of gender, ethnic origin or religion
- Are encouraged to stretch and challenge themselves in everything they undertake.







Sport at Fettes College

Fettes College aims to engage all of our pupils in sport. The sports and activity programmes ensure that our elite athletes/teams will excel, whilst individuals will find a sport or activity which they can be passionate about. There is a committed core of sports staff, most of whom also teach academic PE. All teaching staff are involved in delivering the sports and activities programme and they are supported by a number of professional coaches.

There is a high level of participation in external fixtures by pupils in a wide range of sports with several teams being fielded in each year group for main sports. Representative sports include athletics, basketball, cricket, cross country, football, hockey (girls in the Autumn term and boys in the Spring term), lacrosse, netball, rugby, sailing, squash, swimming and tennis. Pupils regularly compete at regional and national level in these sports and a variety of other disciplines. Meanwhile, internal house competitions provide opportunities for pupils of all levels of ability to engage in competitive sport.

The school has outstanding sporting facilities. The Westwoods sports centre which belongs to the school includes a 25-metre swimming pool; weight training and fitness suite; dance studio and a sports hall with space for two basketball courts or eight badminton courts. In addition, the school has numerous playing fields; two astro-turfs (of which one is water based); climbing wall; cricket nets; fives, squash and tennis courts.



Summary of Main Responsibilities

The Director of Sport will promote a culture of enthusiastic participation in physical activity to all pupils. A considerable number of boys and girls are regularly involved in traditional team games, which remain central to the sporting life of the school. Results are competitive, with regular triumphs in regional and national competitions.

The Heads of each Sport are responsible to the Director of Sport, who will assure and appraise the quality of these programmes. Each will seek to deliver both high performance and wide participation, and be supported by a calendar of regular competition, which inspires and challenges all abilities. Standards of appearance, discipline and sportsmanship are high, and the Director of Sport will be expected to be an enthusiastic custodian of the reputation of Fettes sport. The school has a number of elite athletes and the sports programme aims to attract, support and nurture high performers. Management of the Sports Scholarship is part of this function.

The Director of Sport is the line manager of all staff involved in PE and Sports coaching. Efficient processes for allocating staff, ensuring high quality sessions and appraising performance will be essential. The complex logistics of games afternoons, both midweek and on Saturdays will demand detailed organisation. Wide and effective communication will be required, with parents, staff, pupils, school leaders and the wider community of Scottish sport. It is expected that the Director of Sport will have the status and personal qualities to represent Fettes sport with credibility and enhance its reputation.



The Director of Sport manages a significant budget, and extensive and varied facilities. Much of this responsibility is delegated through Heads of Sports. It is expected that close liaison and positive relationships will be maintained with support staff, and that appropriate compliance with national regulation will be faultlessly maintained.

This is an exciting, and potentially career-defining, opportunity for the right candidate to lead Fettes sport forwards, and enhance its reputation as a school in which sports, games and exercise are culturally valued and enthusiastically pursued.







Why Teach at Fettes College?

Fettes College is both a traditional and progressive co-educational boarding school, which offers members of staff unique professional and personal opportunities as well as an outstanding quality of life situated in the heart of one of Europe's great capital cities.

A Supportive Common Room

New teachers at Fettes join a friendly and supportive Common Room with a dynamic mixture of age and experience. Every new member of staff undergoes a detailed induction process and engages thereafter in a supportive Review & Development and CPD system to develop their skills as an all-round teacher.

“I have always been struck by how supportive, welcoming and competent the staff is here. The quality of my colleagues, and not just the teachers, is one of the best things about working at Fettes.”

“The induction programme was well-planned and allowed me to start the term with enough information to get going, but spread the rest of the training across the first term which avoided a huge overload of information and meant that as a group of new staff we got to meet and support each other throughout our first term.”





Excellent Career Development

There are multiple further opportunities for career development, whether those are of an academic or pastoral nature, or in the many responsibilities which arise in the education of young people. The close-knit nature of boarding school life means that staff enjoy excellent pupil/teacher relationships and there are usually opportunities for suitable new appointments to progress quickly.

“I found out in my very first term of being attached to a boarding house how fundamental it is. I had a student in my class who has always been quiet, but when I got to know him in house, outside of the strictures of the classroom environment, he opened up somewhat. I found he had depths that he had previously not revealed, and he trusted me more and would participate more actively in my lessons. In some ways, being a part of a boarding school is like living in a village. There are so many opportunities to get to know those around you as people, and not just as students or colleagues.”







Quality of Life

Fettes (and, more widely Edinburgh and Scotland) offers an exciting environment in which to work and live. The Common Room organises a variety of social events which often take advantage of the proximity of the city centre. The school is situated a short walk from the restaurants and bars of Stockbridge and within easy reach of the cultural centres of galleries, concert halls, theatres and cinemas. Each member of staff enjoys membership of the excellent on-site Westwoods Sports Centre and there is never too far to travel for further outdoor pursuits such as watersports, hill-walking, skiing and climbing. Staff also have the opportunity to lead or assist on challenging and exciting trips and tours to all corners of the globe.

“When you tire of Edinburgh, you tire of life (with apologies to Samuel Johnson). If you want all the fun of living in a capital city, yet want to afford a home; if you like the countryside, the sea, the hills, but also need good theatre, decent restaurants and shops; if you want a place that you are proud to live in and want to live in, then why not move to Edinburgh? It is amazing. And if you are going to move to Edinburgh, then why not work at such a fantastic and friendly school as Fettes. There is no compromise — a great school in a great city!”



The Ideal Candidate

The successful candidate for this post is likely to have the following qualifications, experience and characteristics.

Qualifications

- Degree or similar level qualification in sports or management-related discipline, ideally with high level coaching qualification.

Experience

- Experience as a senior manager within a sport related environment, ideally with experience of working with National Governing Bodies of sport and/or similar or related organisations
- Experience of preparing budgets, delivering these against agreed programmes, and monitoring their expenditure
- Experience of managing staff teams, both salaried and volunteer
- Knowledge of school sport and academic processes.

Characteristics

- Dynamic and enthusiastic individual with vision and ability to develop strategic goals and implement them
- Ability to build trust and work in partnership with colleagues at all levels of the school
- Excellent team leadership skills with the capability to manage and inspire both staff and pupils
- Exemplary communication skills to a wide range of audiences
- Well developed active listening skills showing an ability to take direction as well as to direct
- Outstanding commitment to the development of sport
- High-level drive and determination to succeed
- Commitment to equality and diversity.

“Fettes is a busy and nonstop school but a fulfilling and happy place to teach with an underlying sense of calm”





Expectations of our Staff

The academic teaching that takes place in the classroom is fundamentally important and we pride ourselves on the quality of learning and teaching at Fettes. However, typical of a boarding school, our teaching staff do so much more than teach. Our full-boarding ethos means that each member of teaching staff will become fully immersed in all aspects of life at Fettes. This means that every teacher is also a Tutor attached to one of our boarding houses and as such is on duty in house one evening per week and has a group of tutees to mentor and guide. Teachers also involve themselves in the Fettes community by coaching sports and bringing their particular interests and strengths to our thriving extra-curricular programme (where over 40 activities are offered).

Fettes expects all our staff to be professional, well-mannered, well-presented and courteous to pupils, staff and visitors to The College at all times. All staff are expected to read and understand the various school policies we have and ensure that these are followed.





Conditions of the Appointment

1. The appointment will date from the start of the Autumn Term 2018.
 2. Salary will be by negotiation and will depend on the qualifications and experience of the successful candidate.
 3. There is remission available for all members of staff whose children attend the school as day students. Fettes is a member of The Scheme for The Education of the Children of Teaching Staff.
 4. Employment will be subject to one term's notice on either side.
- Other details and conditions of service can be discussed at interview.



Application Process

An application form (including the names and addresses of three referees), accompanied by your CV and a covering letter should be sent by post addressed to:

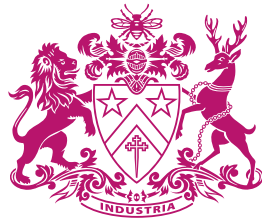
The Headmaster, Fettes College, Carrington Road, Edinburgh,
EH4 1QX

Or e-mailed to: headmaster@fettes.com

For further details, please call Ginny Spencer, the Headmaster's PA
on +44 131 311 6701

The deadline for applications is 0900 on Monday 29 January 2018.

Interviews for shortlisted candidates are expected to take place during week commencing 5 February. As part of this candidates will have the opportunity to tour the school, meet members of the department in order to develop an understanding of the sports programme currently at Fettes College. Candidates will also be asked to present a vision for the future of sport at Fettes College over the next ten years.



Fettes College