



Appointment of

Head of Tennis

2023

Candidate information



The College

Hurstpierpoint College is one of the country's leading HMC co-educational schools and has a reputation for offering an excellent all-round education with a strong academic core for every child.

The College comprises a Sixth Form, Senior School, Senior Prep and Junior Prep with 1,300 pupils in all. Over half the pupils in the Senior School are boarders (weekly or flexi).

Hurst is a significant medium-sized enterprise in Mid Sussex with around 470 employees and an annual turnover of £30 million pa.

What particularly strikes visitors to the College is the vibrant dynamic of our community.

Situated within a 140-acre campus, surrounded by beautiful countryside, Hurst lies on the border of the South Downs National Park, close to the village of Hurstpierpoint in West Sussex.

This superb location is also just 20 minutes from the city and beaches of Brighton and Hove, whilst London train stations can be reached from Hassocks or Haywards Heath in under an hour.

The central campus is thoughtfully laid out and planned with zones for the Academic, Co-Curricular and Pastoral. These all lie at the centre of a superbly equipped broader campus.

Hurst has an excellent academic track record and the vast majority of pupils go on to Russell Group universities including Oxford, Cambridge, the various London Universities, as well as large numbers to Exeter, Bristol and Durham.

Founded in 1849 by Nathaniel Woodard, Hurst is a Church of England college. The Christian ethos underpins college life but we are a diverse community; we welcome those of other faiths, or no faith, and pursue an inclusive approach in all that we do.

The College is a Co-Sponsor, together with the Diocese of Chichester, of the newly formed Hurst Education Trust, a local multi academy trust. The Trust currently has three local primary schools, although it is envisaged it will grow to between six and seven schools over time.

We are ambitious for our pupils to achieve the best that they can in all that they do and we recognise and encourage both engagement and achievement.

In short, we aim to develop confident, successful, independent individuals with a good sense of themselves and the world around them, who will succeed in their lives whatever route they choose to take.



Superb Facilities

The College has invested heavily in campus developments, including substantial new academic and sports facilities, in addition to an extensive programme of boarding house refurbishments.

In the last five years, major developments have included the New Bury Theatre which opened in 2018, Pelican House in 2020, two new science laboratories in 2021 and a complete overhaul of the College's catering facilities, completed in early 2022.

Future planned developments include a new swimming pool and expansion and upgrading of our boarding facilities, alongside the continued programme of refurbishment of the College's existing facilities.



PRINCIPAL'S WELCOME

Hurst is a great place within which to work and to live. We have a clear sense of our educational values and a vision for our future based on those values. Fundamentally, we believe that school is not about the school itself but rather the development of all the individual pupils (and indeed staff) within strong communities. Our aim is to be ambitious for each pupil to achieve their very best and to grow and develop in such a way that they leave us ready and prepared for what comes next in their lives. They should then be able to make the most of the opportunities before them as well as the right choices. We also have a strong belief that our pupils' lives should be closely intertwined with the lives of others and that they should contribute positively to the lives of other people and the world in general as they follow their own particular journeys.

As a result, an education at Hurst is certainly holistic, to use a slightly pompous expression, and we believe that pupils develop through a full on engagement with every aspect of Hurst life (Academic, Co-Curricular and Pastoral) as well as just being a part of this place whether in the Houses, Teams, Casts, Activity groups or whatever. Being at Hurst is very much a way of life for those who attend either as a pupil or as a member of the staff team.

We are therefore looking for an individual to join us who will not only feel comfortable with the values and ethos of this place but will actually embrace them and thrive here. Over the past 15 years, the number of pupils at the College has doubled, our Academic and Co-Curricular output has risen dramatically and the reputation of the College has not just strengthened but also spread. Financially, too, the College has gone from a position

of less than strength to being one of the leading players in the region and able to have invested very heavily in facilities (£30m new buildings in the last 10 years).

Time spent at Hurst should be both worthwhile of itself but also of value for any individual's future. The College's core mantra is very simple: Work hard, do good and engage. It is not too trite to say that this applies to all of us who are here. We take a certain amount of pride but with, I hope, humility in what has been achieved thus far. We are looking for somebody to join us who will do the same.

As ever

Tim Manly
Principal



Sport and Games

The bedrock of our sporting provision is pupil engagement, and a programme that caters for all our students in terms of performance and participation. Our 'no-one on the bench' mantra really does encapsulate our ethos. Central to this programme is the ambition to provide every student with a sporting diet which engages them in an enjoyable, challenging, and meaningful way, be that traditional team sport, more individual sports, or a whole host of outdoor pursuits. The overarching aim is to encourage the students to develop a lifelong love of sport and physical activity with a view to adopting a healthy, active lifestyle.

Hurst has established an enviable reputation for the quality, breadth, and inclusivity of its sporting provision. We are blessed with passionate, committed and highly talented staff who help to deliver our 'sporting achievement for all' policy, which pays equal attention to students of all abilities.

Hurst has a superb 140-acre campus and an impressive range of sporting facilities which includes three AstroTurf pitches, expanded netball/tennis facilities, and a large bank of artificial cricket nets, which were recently installed. Continued improvements to our sporting provision all serve to demonstrate a genuine commitment to sport at the College.

"It is my belief that there has never been a better time to be at Hurst, and from a sporting perspective the College is fully able to provide a top-quality sporting experience for all our students."

Rob Kift, Director of Sport at Hurst



Hurst Tennis

Hurst has a growing Tennis reputation. Tennis is a major sport for all pupils in the summer term. Experienced coaches run training sessions four to five times a week and invitational coaching sessions are also held on selective evenings for more elite players.

Each age group has teams catering for all ability levels. Tennis is also a games option all year round. Additional specialist training takes place on Monday evenings and on Saturday mornings all year round.

Our winter training programme, run by the Head of Tennis and an assistant coach, starts from September and includes both squad training and one-to-one coaching. We then run a pre-season programme of training in the weeks leading into the summer term.

In the winter our tennis teams enter the LTA Schools Winter Cup. Fixtures take place every Saturday and some mid-week in the summer term.

We have a competitive fixture list and play teams across the South East of England. Summer competitions include the Aegon Schools League, the LTA Sussex School age group cups and the Sussex Independent Schools Cups. Our teams also enter several national tennis cups and we hold our own individual championships.

We also take part in the Play Your Way to Wimbledon competition, which is an U14 singles event and U18 doubles competition, which gives pupils the chance to potentially qualify to play on the grass courts of Wimbledon.

Students have access to brilliant facilities at Hurst which include 11 floodlit hard courts, 12 Astro tennis courts and a tennis pavilion.



Responsibilities

The Head of Tennis reports to the Director of Sport, and the Assistant Directors of Sport, and is responsible for the leadership of the Tennis Coaches.

PRINCIPAL RESPONSIBILITY

- The primary function of the jobholder will be to develop Hurst Tennis with a long-term vision in mind considering both Prep and Senior School provision.
- Lead and co-ordinate the delivery of a coaching plan for the entire College at all levels.
- Enhance Hurst's reputation as a leading independent school through its success in fixtures and competitions.

MANAGEMENT

- To set and relentlessly pursue the development of boys' and girls' tennis at the College.
- To oversee all aspects of the tennis programme (Prep and Senior).
- To coach the College tennis teams (Prep and Senior).
- Organise an appropriate and challenging fixture list.
- Organise transport and catering needs to fulfil fixtures and training.
- Manage the allocation of staffing to teams.
- Manage the tennis budget.
- Oversee the development of all Prep and Senior Tennis Coaches at the College and implement a programme of coach development including courses, workshops and INSET days.
- Oversee the competitive programme in order to maximise player enjoyment and development.
- Maintain and develop appropriate links with local tennis clubs/schools in Sussex and beyond.
- Lead and organise all tennis tours within the College including pre-season training.
- To monitor marketing, promotion and publicity for Hurst Tennis.
- Construct weekly structured training timetable/sessions for tennis.
- Managing and publishing the weekly playing schedule.
- Liaising with the medical team and Strength and Conditioning (S&C) Coordinator to ensure appropriate athletic development among the playing group.
- Mentoring specified players within the College PASS Programme.



- Lawn Tennis Association (LTA) liaison - Co-ordinating the facilities for all tennis courses run out of Hurst.
- Liaise with Director of Sport and Admissions to co-ordinate the recruitment of tennis players.
- Line manage the Tennis Coaches.
- Support the development and performance managers with the running of outreach days
- Develop and run our Hurst Masterclass series.
- Be committed to professional development and self-improvement.

COLLEGE RESPONSIBILITIES

- To flag any issues or concerns to the Director of Sport.
- To maintain good discipline.
- To maintain records to show rates of participation in events/competitions and programmes.
- To work alongside other staff, including teachers, trainee teachers and support staff.
- To attend safeguarding and other training, as and when required by the College.
- To communicate effectively with pupils, staff, and parents.
- To always maintain confidentiality regarding all aspects within the College.
- Any other duties as commensurate with the post, as requested by the management of the College.



The Person

Hurstpierpoint College is seeking an exceptional Head of Tennis with a genuine passion for, and commitment to, the College.

They will be a visible and active part of the College community, providing inspirational leadership to the Tennis programme, contributing to the vision for Hurst Sport.

ESSENTIAL EXPERIENCE, SKILLS AND QUALITIES

- Significant experience of developing and delivering tennis programmes.
- Proven coaching experience from Prep School to Senior School, including working with elite players.
- Lawn Tennis Association (LTA) Level 3 Coaching Qualification or equivalent experience (or the willingness and ability to achieve within 12 months of starting the role).

- Experience in dealing with the Lawn Tennis Association (LTA) and elite pathways.
- Proven ability to lead, motivate and empower a body of academic and non-academic staff.
- Strong organisational, administration and time management skills.
- Excellent communications skills, both written and oral.
- IT skills necessary for report writing and general communication.
- Flexibility and willingness to work irregular hours as necessary.
- Robust and innovative, with high standards and a sense of humour.
- An interest in (but not necessarily working experience of) the educational sector and an appetite for life in a school with thriving intellectual, cultural and sporting ambition.

- A dedication to safeguarding and promoting the welfare of children and young people; a satisfactory Enhanced Disclosure from the DBS.

DESIRABLE (NOT ESSENTIAL)

- Ability to teach an academic subject to GCSE and A-level.
- Experience of participating in high-level tennis.
- Sport-related degree or equivalent experience.



Benefits

- Membership of The Pensions Trust pension scheme.
- Free dining and refreshment facilities during term time.
- Extensive professional development programmes, together with career opportunities across the College and Hurst Education Trust.
- Free use of extensive sports and leisure facilities.
- Comprehensive health and wellbeing offering including an on-site mind clinic, wellbeing MOTs, employee assistance programme and Chaplaincy.
- Contributory BUPA Health Insurance.
- Cycle to work scheme.
- Social Calendar of events.
- Free on-site parking.



Apply

THE APPLICATION PROCESS

Interested candidates should submit a covering letter, CV and application form to recruitment@hppc.co.uk

Closing date: **Sunday 17 September 2023.**

Should you wish to have an informal discussion, please contact Rob Kift, Director of Sport, at rob.kift@hppc.co.uk

SAFEGUARDING AND EQUAL OPPORTUNITIES

Hurst is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to an enhanced DBS disclosure, the receipt of satisfactory references, the College's pre-employment medical question, relevant original ID documentation and examination certificates. The College understands that a robust, fair and transparent recruitment and selection policy plays a central role in achieving this aim. Our full equal opportunities policy is available in the Policy documents section of our website.

FURTHER INFORMATION

For further information please see our website at hppc.co.uk/work-with-us

TERMS AND CONDITIONS

The salary will be competitive and reflect the importance of the role as well as the experience and qualifications of the successful candidate.

Applications will be considered as they are received.

Accommodation may be available but cannot be guaranteed.