

LOCATION	British School of Guangzhou
JOB TITLE	DIRECTOR OF SPORT
JOB PURPOSE	To oversee the development of sporting opportunities across the British School of Guangzhou and establish its reputation as the school of choice in the region; To effectively lead, co-ordinate and manage Head of Whole School PE, PE teachers, coaches, teaching assistants, outside sports providers and parent volunteers; To provide training opportunities for school teams and raise the competitive standards of school teams.
REPORTING TO	Heads of Primary and Secondary; Principal
DIRECT REPORT	Head of Whole School PE
OTHER KEY RELATIONSHIPS	PE team including: teachers, coaches, TAs, outside sports providers, parent volunteers and events coordinator.
PACKAGE	Competitive remuneration and benefits based on experience
KEY RESULT AREA	
<p>In fulfilling the requirements of the post, the Director of Sport will demonstrate essential professional characteristics, and in particular will:</p> <ul style="list-style-type: none"> • Lead the school in building a High Quality PESSCL strategy which provides every student with High Quality Physical Education, School Sport opportunities and extensive Club Links • Be strategic and highly organised to effectively manage the sports provision for all pupil across all 3 phases of the school; • To ensure a logical progression of sports development as students progress between the Key stages • Promote parental touch points, through sports events and competitions; • Build a strong teaching team and create the conditions for it to excel; • Continually strive to develop the quality of students' learning within PE; • Use the student tracking and monitoring process to advance student learning and enhance professional practice in line with the school's aspirations and priorities; • Contribute to the schools Development plans, strategic vision and identify annual targets. • Oversee to the school improvement / development planning within PE and ensure this promotes the overall aims of the school development plan; • Line manage the department/faculty and ensure budgets are managed effectively; • Promote sport for all and the importance of exercise in leading a healthy lifestyle; • Develop and deploy resources to support high quality sports opportunities; • Promote local and regional sporting competitions within GZ, The PRC, NAE and FOBISIA; • Ensure safety is the key consideration of all PE staff and that appropriate training is provided. 	
Planning, Teaching and Class Management	
<ul style="list-style-type: none"> • Ensure all students are provided with effective teaching in order to achieve their best. This includes students who may have difficulties communicating in English. • Engage and motivate students to participate in the wider sporting opportunities; • Plan an enhanced PE programme, which provides sporting opportunities beyond the classroom; • Positively target and support individual learning needs; • Maintaining high levels of behaviour and discipline in line with the school policies and ethos • Make effective use of extra-curricular learning opportunities; • Establish a purposeful and safe learning environment; • Using modern technology such as ipads, macs to enhance learning opportunities; • Provide suitably challenging opportunities for gifted athletes; 	

Leadership

- To liaise with outside providers and facilities manager to ensure the relevance and vibrancy of our weekend programme.
- Provide appropriate performance management and appraisal of key PE staff;
- Support Head of PE in providing appropriate performance management and appraisal;
- Coach, mentor and help develop PE staff to be the best they can be;
- Identify departmental CPD priorities and actively seek opportunities to create meaningful opportunities for professional development within PE;
- Be an outstanding role model in promoting our core values;
- Report to the Heads of Phase and Principal with honesty and transparency;
- To ensure Faculty Compliance with the school's policy, procedures and practices that relate to Child protection and Safeguarding.
- To ensure Faculty compliance with Health and Safety expectations at BSG and to ensure safety is the key consideration of PE staff and that appropriate training is provided

Tracking, Assessment, Recording, Reporting

- To ensure that all faculty staff make effective use of formative and summative assessment to plan challenging learning opportunities for all students;
- To ensure that the faculty effectively monitors and record students' progress and to that they achieve appropriately challenging targets;
- To report on progress to appropriate stakeholders and to monitor the quality of reporting across the 3 phases.
- To publicise the sporting achievements of our students across a number of school media including the school website, newsletter, year book, bulletins and blogs
- To ensure that appropriate and time interventions are made to support students who are underachieving

Pastoral Duties

- Establish a purposeful and safe learning environment for all students;
- Promote the general well-being of students and the tutor group as a whole (where relevant);
- Contribute to the preparation of action plans and other support mechanisms;
- Alert appropriate staff to problems experienced by students and make recommendations as to how these may be resolved;
- Communicate effectively with parents of students, liaising with other staff as appropriate;
- Contribute to PSHE according to school policy;

Extra Curricular Activities

- To develop and promote an extra-curricular PE programme suitable for a high achieving International school;
- Lead and support PE activities for students as appropriate;
- Promote staff participation in sporting activities;
- Support the life of the school beyond the classroom;
- Make effective links with the wider community in order to support and promote the school and the PE department;
- Participate in residential weeks and other trips as appropriate;
- Contribute to whole school learning initiatives during term;

Other Requirements

- Contribute positively to the morale and community spirit in the school;
 - Work effectively with different teams;
 - Assist in whole school marketing initiatives and contribute to the growth of the school;
 - Operate at all times within the stated policies and practices of the school;
 - Maintain an up to date knowledge of good /outstanding practice in PE teaching techniques;
 - Keep knowledge of wider curriculum developments up to date;
 - Undertake professional development to enhance teaching and students' learning, and share outcomes with colleagues;
 - Meet responsibilities with regard to health and safety, equal opportunities and other relevant legislation and conform to professional and ethical requirements;
 - To promote and adhere to the Mission and Core Values of the British School of Guangzhou:
 - **Our mission is to create a lifelong love amongst our students** – For us, this is both our mission and an integral part of our core values.
 - **Integrity** - We see integrity as being honest, open and truthful in our dealings with students parents and colleagues.
 - **Responsibility** - We aim to make our students confident, independent learners who take responsibility for their learning and their behaviour.
 - **Respect** – This is evident in our interactions with students, parents, colleagues and in the way we interact with our environment.
 - **Commitment** – We seek to establish a strong work ethic within our students and a desire to strive for excellence.
- **Any other appropriate duties as allocated by members of the school's leadership team;**

PERSONAL ATTRIBUTES

As our team colleague, here's what we expect:

Collaborate with Empathy

You are a team player who shares your knowledge to help colleagues and students learn and grow. You understand the culture, background and needs of others so everybody feels welcomed, included and accepted. You are self-aware – conscious of your impact on people and situations and adapt your behaviour so that you work collaboratively with others.

Communicate with Impact

You communicate openly, with transparency and kindness. You influence and encourage people to share their ideas. You make every effort to always understand your audiences to build trust and make a positive impact on students' lives.

Make Considered Decisions

Your decisions are made with the best interests of students, school communities, and the wider organisation in mind. You act with integrity using technology when you can, to generate data and insights that support your decisions.

Embrace Change

You are effective at working in changing environments and embracing change, which helps us to improve our schools. You can deal with ambiguity because you are adaptable and motivated to fulfil your responsibilities

Drive Growth

You are entrepreneurial and think strategically. You challenge yourself and others to deliver outstanding commercial performance, which leads to growth and exceptional student experiences.

CREATE YOUR FUTURE

We're [Nord Anglia Education](#), the world's largest premium international schools organisation. Every day, our teachers and support colleagues help our thousands of students achieve more than they ever imagined possible.

A transformational education at one of our schools is focussed on excellent academic outcomes, creativity, wellbeing, and international connectedness. Our innovative use of educational technology also creates a personalised, 21st century learning experience for all students, while our global scale means we can recruit and retain the world's best teachers and offer unforgettable events and expeditions.

Our people are empowered to make a difference in their fields of expertise. Our fast pace of growth requires evolution and change from everyone, giving you the chance to define the role you do in the future. This challenges the learning agility of our employees and ensures every day brings interesting new experiences.

Founded in 1972 in the United Kingdom, our first international school opened in 1992 in Warsaw, followed by rapid growth across the world since the 2000s.

When you join our team, you'll become part of a global family of experts working for a fast-growing premium international brand.

At Nord Anglia Education, we are an equal opportunities employer dedicated to creating a diverse and inclusive workforce. In our schools and offices around the world, we treat all colleagues fairly based on their skills and qualifications, without discrimination.

We value individuals from all backgrounds, including those with different abilities and neurodivergent conditions, as well as those who identify with protected characteristics.

Nord Anglia Education is committed to ensuring the highest possible safeguarding standards in our schools and we expect every employee to share this commitment.

PERSON SPECIFICATIONS	
Qualifications/Training	
• Qualified to degree level or above	Essential
• Qualified Teacher status	Essential
• Relevant sports coaching certificates	Essential
Experience / Knowledge	
• Proven track record with at least four years' teaching experience	Essential
• Experience of working with EAL or ESL students	Desirable
• Experience of being part of a highly successful department and school	Desirable
• Experience of leadership/management in a school	Desirable
• Experience of delivering a UK Curriculum GCSE and A-level programme	Essential
• Experience of working in partnership with parents	Essential
Skills	
• Excellent oral and written communication skills	Desirable
• Ability to engage/motivate students and enable them to perform highly	Essential
• Strong organisational skills	Essential
• Coaching experience	Essential
• High level of personal sporting achievement	Desirable
Personal Attributes	
• Passionate about sports education and young people	Essential
• Evidence of commitment to continuous professional development	Essential
• Confident global citizen or a willingness to become one	Desirable
• Understanding of the demanding environment of an international school	Desirable

OTHER CONDITIONS

Hold a current Enhanced Criminal Records Bureau Disclosure or equivalent for countries lived in outside of the UK.
Compliance with visa requirements for working in China