



GRADUATE ATHLETIC
DEVELOPMENT COACH
CANDIDATE INFORMATION



CARE • COURAGE • CONTRIBUTION • CONNECTION

WELCOME TO OAKHAM

Thank you for considering this role of Graduate Sports Fellow at Oakham School.



Henry Price
Headmaster

This is an exciting opportunity, at an important time for the School, to play a key role in building on Oakham's reputation as one of the country's leading independent schools.

If you have any questions, or would like an informal discussion, please do get in touch with Jackie Pridmore, our HR Advisor via jp2@oakham.rutland.sch.uk

We look forward to receiving your application.

When people ask us

‘Why choose Oakham?’

our answer is quite simply ‘Experience’.

We offer multiple opportunities for our pupils to experience inside and outside the classroom.

We possess a wealth of experience in educating and caring for young people.

We want our pupils' overall Oakham School experience to be joyous informative and memorable.

OUR PURPOSE AND VALUES

We provide exceptional, contemporary co-education with a global outlook and offer experiences to learn in a caring and inspiring boarding and day community.

Our four core values of Care, Courage, Contribution and Connection represent qualities that we wish to inspire and instil in our pupils and are also values that we want our staff to embody, so that we lead by example.

CARE

We care for the pupils, and we also show care for ourselves and our colleagues. We take great pride and care in our work.



COURAGE

We are honest, we act with integrity, and always have the best interests of the pupils at heart.

CONTRIBUTION

We do our job to the best of our ability, and if a job needs doing, we will volunteer to get it done.

CONNECTION

We work collaboratively with one another and in partnership with parents and guardians.

OUR STRATEGIC OBJECTIVES

Educational Excellence

To deliver an innovative, ambitious and challenging education fit for the 21st Century by fostering a love of learning through a broad, balanced and connected curriculum underpinned by our core values.

Exceptional Care

To place outstanding pastoral care at the heart of all we do, ensuring that Oakham School is a caring and courageous community and a great place to live, learn and work.

Partnership and Philanthropy

To contribute and bring benefit to our wider community by sharing our ideas, experience and facilities. To increase our bursary provision so that more children can enjoy and benefit from an Oakham education.

Collaborative Communication

To communicate internally and externally in an open, authentic and dynamic manner that seeks to make meaningful and long-lasting connections.

Financial Sustainability

To secure our ability to invest in the development of our staff, the total curriculum and campus to the benefit of our pupils and the wider community and ensure that we deliver our strategic objectives and exceptional education.



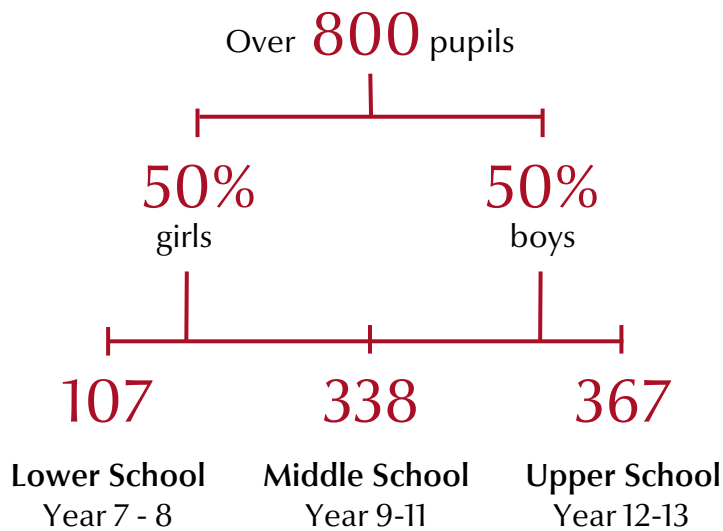


Our vibrant, fully co-educational boarding and day community of over 800 pupils and 500 staff live and work together in our beautiful 70-acre school campus, which is part of the historic market town of Oakham, in the heart of rural England.

AN OAKHAM EDUCATION

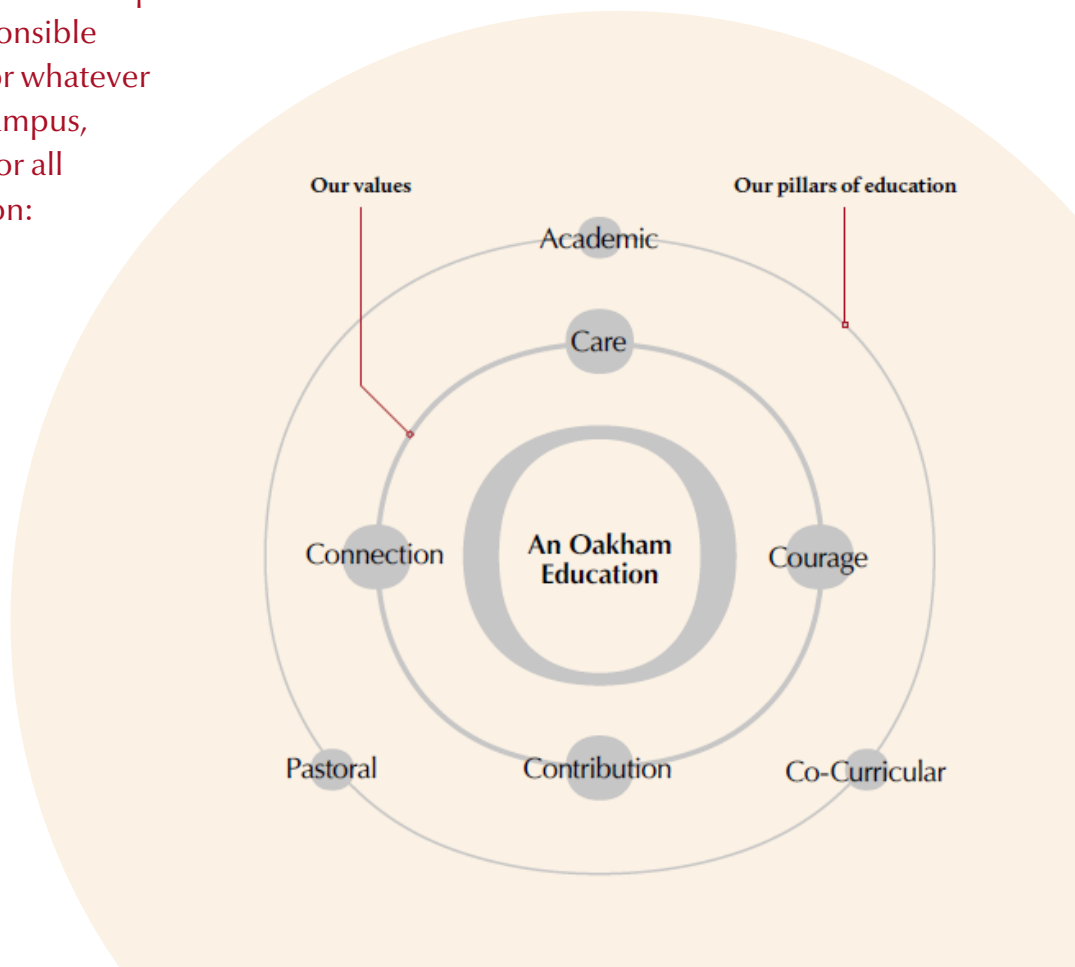


One of the things that people frequently comment on when they visit Oakham School is how well-rounded our pupils are.



20% of our community are international pupils and 31 different nationalities are represented by pupils in the school.

In order to help our pupils develop into grounded and responsible adults, well equipped for whatever life holds beyond our campus, Oakham teachers care for all aspects of their education:



Academic

- Outstanding subject faculties and specialist academic facilities
- 26 different subjects at GCSE
- Two distinct pathways at 16+:
IB Diploma Programme or A-levels
and BTECs
- [View our most recent exam results](#)

Pastoral

- Every pupil at Oakham – full boarders, weekly boarders and day – belongs to a House
- There are 14 Houses, each led by a Housemaster or Housemistress and supported by a team of Tutors, Prefects and a Matron
- Each pupil has their own Tutor who guides them academically
- State-of-the-art Medical and Pastoral Centre

Co-Curricular

- Over 125 activities each week, including DofE, CCF, Voluntary Action, Community Projects
- Sport is part of the weekly timetable
- Flourishing Creative and Performing Arts Departments



2,400
square-metre
university-
standard Library

150

classrooms,
studios and
laboratories



360
members of
teaching staff



200 - seat
university-style
lecture theatre

Over 50
music concerts
each year



2,500
delicious nutritious
meals every day



State-of-the-art
Medical and
Pastoral Centre



200-seat
professional
theatre

40 acres
of sports pitches



6 Art
studios



25
different subjects
at GCSE



Choice of IB Diploma
and A-levels and
BTECS at 16+



Full-time Head
of Careers

**Wheelhouse
Gallery**



6 DT
studios



Over 20
academic societies
and clubs



5 major
drama productions
each year



Over 250
music lessons
each week



180
sports teams



Over 125
activities each week,
including Service
Options: DofE, CCF
Voluntary Action



30
different sports

The Sports Department

From Director of Sport, Steve May

The starting point for this role is an unwavering desire to pass on your knowledge of sports to our pupils. Enthusiasm and a willingness to learn are essential qualities, as our pupils deserve and expect that from us.

This is an exciting opportunity for an individual considering a career in education. Working in an outstanding sporting school like Oakham will provide valuable insight into managing a sports programme and, more importantly, offer extensive face-to-face coaching experience with pupils.

Understanding that coaching extends beyond the field -by fostering positive relationships with colleagues, pupils, and parents - is vital for success in this role.

The Sports Department

Oakham is justifiably proud of its sporting tradition. The School's reputation for producing competitive teams and individuals across a range of sports and at a wide range of abilities is second to none. We are rightly proud of the steady stream of Old Oakhamians who continue to garner success at national and international level but are equally proud of a sports programme which offers competitive and recreational opportunities for all of our 800+ pupils.

Sport has always been an essential part of Oakham School life. At the core of this success lies a commitment to high quality coaching a comprehensive programme of competitions, and tailored support for aspiring athletes. The School boasts an exceptional record of achievement, with over 100 pupils reaching national finals in more than 10 different sports last year alone. Additionally, more than 60 pupils represent their county or country annually in their chosen disciplines. Oakham's teams consistently excel at the pinnacle of school-level sports. For instance, the 1st Rugby XV triumphed in the Schools' Cup at Twickenham in 2023.

Sporting excellence at Oakham is genuinely co-educational, with female athletes achieving



success across a variety of sports. Netball and Girls' Hockey are particularly strong, with our netball teams qualifying for the National finals for 6 consecutive years and our Girls' Hockey teams regularly excelling in Tier 1 at U14, U16 and 1st Team levels.

Many Oakhamians are selected for representative honours, with a significant number achieving international recognition. The School actively supports pupil involvement in elite performance pathways and maintains strong partnerships with leading sports clubs in the region.

Oakham School offers outstanding professional development opportunities for its staff delivered through internal and external providers. Our staff benefit from the experience of colleagues who have played and coached in professional sport. These strong connections offer abundant opportunities for growth, both within and beyond the classroom.

Oakham values the crucial role sport plays in fostering life long wellbeing for pupils, both during their time at Oakham, and beyond.

The successful applicant will play a pivotal role in developing Athletic Development across all year groups.

Graduate Athletic Development Coach

The Role

We are seeking to appoint an enthusiastic and dedicated Graduate Development Coach to plan and deliver high-quality physical development programmes for athletes.

The successful candidate will work under the guidance of the Head of Strength Conditioning, alongside coaches, medical staff and athletes to enhance performance, reduce injury risk and support long-term athletic development.

The role includes programme design, performance testing, athlete education and ongoing monitoring, with a strong focus on evidence-based practice and professional standards.

We welcome applications from graduates with a degree in Sport Science or a related field, as well as undergraduates who are graduating in 2026. Applicants will ideally hold UKSCA accreditation or be working towards this.

Responsibilities

Programme Development and Delivery

- Design, implement, and oversee strength and conditioning programmes tailored to individual athletes and teams, ensuring alignment with their specific performance goals and sport demands
- Performance Testing
- Conduct regular physical assessments to monitor athletic development, adjust training plans accordingly, and maintain detailed records.
- Education & Workshops
- Lead educational sessions for athletes, coaches, and support staff on topics related to strength and conditioning, injury prevention.

Collaboration

- Work closely with sports coaches, medical teams, and other stakeholders to ensure a holistic approach to athlete development and well-being.

Facility Management

- Oversee the maintenance and organisation of training facilities and equipment, ensuring a safe and effective training environment.

Continual Professional Development

- Engage in ongoing learning opportunities to stay updated with the latest research and best practices in strength and conditioning.

Skills and Attributes

- Strong interpersonal and communication skills, with the ability to motivate and educate athletes.
- Ability to work collaboratively within a multidisciplinary team.
- Excellent organisational skills, with attention to detail in programme planning and record-keeping.
- Commitment to personal and professional development, staying abreast of current research and methodologies in the field.
- Understanding of health and safety regulations related to athletic training environments.

Person specification

Criteria	Essential	Desirable
Knowledge and understanding	<ul style="list-style-type: none"> • Understanding of strength and conditioning principles • Knowledge of LTAD (Long-Term Athlete Development) and injury prevention. 	<ul style="list-style-type: none"> • Familiarity with sport-specific training methods • Knowledge of athlete monitoring tools and data interpretation
Experience	<ul style="list-style-type: none"> • Experience delivering S&C support through placements or volunteering • Experience working with youth or student athletes 	<ul style="list-style-type: none"> • Experience in a school, academy or club setting. • Experience collaborating with multi-disciplinary teams
Skills	<ul style="list-style-type: none"> • Ability to deliver effective S&C sessions • Strong communication and interpersonal skills • Good planning and organisational skills • Excellent ICT skills 	<ul style="list-style-type: none"> • Competency in performance testing and analysis • Proficiency in using gym and tracking software
Personal Attributes	<ul style="list-style-type: none"> • Collaboration and teamwork • Motivated and professional • Enthusiastic about athlete development 	<ul style="list-style-type: none"> • Flexible and adaptable • Committed to ongoing CPD • Proactive and innovative in training delivery
Qualifications	<ul style="list-style-type: none"> • Undergraduate degree in Sport Science or related field • First Aid Certification 	<ul style="list-style-type: none"> • UKSCA Accreditation or working towards. • Relevant coaching or fitness qualifications, e.g NSCA, CSCS

BENEFITS OF WORKING AT OAKHAM SCHOOL

Remuneration and Career Progression

The School operates its own competitive salary structure, which is above the national scale.

School Dining

Staff can enjoy free lunches in the Barraclough Dining Hall during term time.

Any staff required on school business before 7.30am or beyond 6.00pm may also have breakfast and supper.

Sports Facilities

Staff are able to make free use of the School gym, swimming pool and squash courts during specially designated staff times.

Pension Scheme

Flexible Retirement Plan run by APTIS - Up to 18% employer contributions. Salary Enhancement available. Linked Death in Service Benefit is 4 x salary.



ADDITIONAL BENEFITS

- Sick Pay
- Staff Fee Remission for children in the School in accordance with the staff fee remission policy
- An opportunity to join a healthcare Cash Plan Scheme, with an option to include family members
- Personal Accident Insurance
- Cycle to Work Schemes
- Free car parking on School campus

Oakham School offers a beautiful working environment just a few minutes' walk from the historic town centre and amenities.

Oakham itself is a thriving market town with a population of around 11,000.

Rutland is the UK's smallest county and is a beautiful part of the country – a hidden jewel set within rolling countryside. Rutland Water with its many tourist attractions is on our doorstep and the surrounding villages are full of quintessential English charm.

Recruitment information

Child Protection

The School is committed to safeguarding and promoting the welfare of children and young people. Applicants must undergo child protection screening, including checks with past employers and the Disclosure and Barring Service. If you are shortlisted for the position, you will be required to complete a self-declaration form in relation to any criminal record or information that would make you unsuitable to work with children.

All members of staff are expected to have proper regard for the School's safeguarding policy and procedures, including up-to-date training. Oakham School fully recognises its responsibilities for Child Protection. We are dedicated to safeguarding and promoting the welfare of our pupils, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation or culture. We follow the child protection procedures set out by Leicestershire and Rutland Safeguarding Children Partnership – Multi- Agency Safeguarding Arrangements. We understand the need to engage with any local safeguarding children partnerships and the statutory duty to cooperate if the school is named as a relevant agency. We have regard to statutory guidance issued by the Department for Education Keeping Children Safe in Education, 2021. Our policy is written in line with guidance given in Keeping Children Safe in Education (September 2021) (KCSIE), including Annex B for school leaders and those working directly with Children, Prevent Duty (April 2021), Working Together to Safeguard Children (2018) (WT), What to do if you're worried a child is being abused (2015), Sexual violence and sexual harassment between children in schools and colleges (September 2021) and the local safeguarding children partnership (LSCP). At Oakham School, we have a 'Nominated Trustee' to take leadership responsibility for the school's safeguarding arrangements.

What is safeguarding?

Safeguarding can be defined as promoting the physical and mental health, safety and welfare of all pupils. Safeguarding is the responsibility of all adults, especially those working or volunteering with children. The school aims to help protect the children in its care by working consistently and appropriately with all relevant agencies to reduce risk and promote the welfare of children.

Staff

Staff are advised to maintain an attitude of 'it could happen here' as far as safeguarding is concerned and should always act in the best interest of the child.

What is child protection? Child protection is a part of safeguarding and promoting welfare. This refers to the activity which is undertaken to protect specific children who are suffering, or at risk of suffering, significant harm.

Making an application

To apply, please complete the online application form. Please also attach a CV and covering letter, addressed to the Headmaster, outlining your suitability for the role.

The application form is available on the Oakham School website under 'Job Opportunities'.

Enquiries:

Tel: 01572 758606

Email: jp2@oakham.rutland.sch.uk

The Closing date is Friday 1 May 2026

Under current legislation, we are required to advise applicants that this appointment will be subject to a satisfactory Enhanced Disclosure with the Disclosure & Barring Service. Details of any criminal record (spent or unspent, due to exemption from the Rehabilitation of Offenders Act 1974) must be disclosed at interview. Only relevant convictions and other information will be taken into account so disclosure need not necessarily be a bar to obtaining a position at Oakham School.

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