



SINCE 604 AD

KING'S SCHOOL

ROCHESTER

Post title: Head of Athletic Development
Reporting to: Director of Sport, Health and Fitness
Hours of work: Full time (one year, fixed term contract)
Salary: £24,128 to £25,650 FTE (depending on experience) with accommodation.
Commencing: September 2025

Applications: Are invited with a deadline of 12.30pm on Friday 27th June
Interviews: Will be held on Monday 30th June

Introduction

King's Rochester is a co-educational, independent school with pupils between the ages of 3 & 18 years, including a small number of boarders. From September 2025 King's will be formed from a Junior School and a Senior School. The size of the school creates a strongly supportive, friendly atmosphere with an emphasis on excellent academic results within a full and rounded co-curricular programme. Sport is a strength of the school with regular fixtures and several pupils representing at county and national level.

The school is situated in the most historic part of Rochester, adjacent to the Cathedral and Castle. Rochester is 35 minutes from London on the high-speed rail link and enjoys excellent road connections to other parts of the country. The school has a long and impressive heritage, having been founded in 604 AD and is part of the Cathedral Foundation. While candidates need not be Anglicans, it is important that they should feel sympathy with the Christian tradition of the school and, in particular, its moral values. The Principal is a member of HMC and the school is also a member of IAPS, the Choir Schools' Association and the Woodard Corporation.

The Department

The PE and Games department at King's encourages a fully inclusive culture of sport across the whole school. The department aims to ensure all pupils understand the physical, mental and social benefits of sport and physical activity as well as inspiring pupils to remain engaged long after they leave the school.

Pupils are afforded the opportunity to participate in regular competitive sport through a well planned and thorough fixture list, these take place during Games afternoons and on Saturdays. In addition to this, an extensive Games programme allows pupils to take part in a wide range of sports and activities during timetabled lessons and, as part of the school's co-curricular program.

The department contributes to a thriving inter-house competition and house sports events are run each term. A large number of our pupils represent local sports clubs and many play at county or regional level. A

sports scholarship programme provides our most talented athletes extra support and includes strength and conditioning coaching, athlete mentoring, nutritional guidance as well as profiling and target setting. Sports Scholarships are offered at the Year 7, Remove (Year 9) and Lower Sixth (Year 12) entry points. A rigorous assessment process is followed, allowing the school to identify pupils with significant athletic potential and talent across our major sports. Currently, there are currently 41 athletes on the programme.

The department consists of 7 PE teachers who are well supported by Graduate Sports Assistants, a Head of Athletic Development, and a Strength and Conditioning Coach who works closely with our sports scholars. A number of academic staff are actively involved in the programme, many of whom coach and lead teams across all sports.

Our facilities are extensive and include a Sports Centre with 7 outdoor tennis courts, 6 Netball courts (of which 5 are outdoors), and an indoor sports hall which accommodates 5 badminton courts, and an indoor hockey area. On-site, the school boasts outstanding playing surfaces for both cricket and rugby, as well as an indoor, 4 lane, 25m swimming pool and an additional sports hall with indoor cricket nets.

Day to day responsibilities to include (not exhaustive)

Athletic Development

- Deliver Strength and Conditioning sessions and provide long term training plans for scholars, working closely with the school's S+C coach.
- Review individual programmes with scholars when appropriate.
- Work collaboratively with the heads of each core sport to implement appropriate and specific athletic development into the core sports programmes.
- Provide senior school pupils with training, nutrition and lifestyle advice as and when required.
- Be responsible for the tidiness and upkeep of the strength and conditioning equipment, advise and inform the Director of Sport, Health and Fitness of maintenance issues.

Physical Education (Junior School)

- Deliver Fundamental Movement Skills as part of Core PE across all year groups in the Junior School.

Core Sport

- Work alongside the Head of Rugby to coach and lead teams across the Junior and Senior School.
- Assist with coaching and leading teams in the core sports during lessons and at fixtures.
- Support the co-curricular sports programme.
- Accompany teams to fixtures and tours outside of normal school hours (including pre-season training), providing specialist coaching.
- Assist with pre-season training sessions.

General

- Assist with the marketing of King's including Open Days and Sport specific events.
- Support pupils pastorally as and when appropriate.
- Be an integral part of the school community.

Desirable personal specification

- Hold a relevant, sports-based degree.
- Hold a UKSCA accreditation or have the ability to gain it, within 6 months.
- Have coaching or playing experience in Rugby and at least one of the other core sports.
- Be able to plan and deliver coaching sessions that are innovative, creative and adaptable.
- Have a knowledge of and willingness to adopt best teaching practices.
- Have good organisational, interpersonal and communication skills.
- Be able to work alone and in a team as required.
- Be a sporting role model to all pupils.

Remuneration and benefits

- Remuneration will be £24,128 to £25,650 FTE (Support Scale) depending on experience, plus accommodation.

If you require further information please contact Mike Hebden, Director of Sport, Health and Fitness mhebden@kings-rochester.co.uk

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This job description forms part of the contract of employment of the person appointed to the post. The duties, responsibilities and accountabilities highlighted in this job description are indicative and may vary over time at the discretion of the School. This job description will be reviewed annually and is an integral part of the Appraisal and line management process.

King's School, Rochester is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.

King's School, Rochester is committed to safeguarding and promoting the welfare of children and fulfils all its responsibilities under current Child Protection and Safeguarding legislation in accordance with good practice in the care of young people, especially those living away from home. We expect all staff and volunteers to share this commitment. The appointment will be conditional upon successful outcomes of these checks and also on successful Enhanced DBS and Children's Barred List checks.

Candidates will be expected to undergo Child Protection screening appropriate to the post including Disclosure and Barring Service checks and allow checks on their background and identity including checks with past employers and suitable referees

The School has a legal responsibility to ensure that all its employees have the legal right to live and work in the UK. Therefore, you will need to provide original documents verifying that you are eligible to work in the UK to the interview. Details of these will be provided in the invitation to interview.

All candidates invited to interview must bring the original documents confirming any educational and professional qualifications that are necessary or relevant for the post.