



JOB TITLE	Sports Centre Manager
REPORTS TO	Head of Department
WORKING HOURS	Full-Time
ISSUE/REVISION DATE	August 2025

BACKGROUND

Harrow International School, Bengaluru is the first of a series of Harrow Schools to open across India, in a collaboration between Harrow School, UK and Amity Education, a not-for-profit education foundation based in Delhi. The school was awarded the title of 'Best Emerging High Potential International School in India' in October 2023 by Education World, reflecting our ambition to become the leading international school in South Asia.

Harrow Bengaluru opened as a co-educational boarding and day school, with a capacity for over 500 students, in August 2023. The many of our secondary school students are boarders, hail from across India and beyond; 40% are non-Indian passport holders, of multiple different nationalities. Our day students are drawn from closer to home in Bengaluru and we have strong links with our local community and regular school buses that bring students every day from many parts of the city.

In August 2025, we are delighted to announce that our primary school will open, extending the opportunities of a Harrow education in India to day students aged 5 upwards – Upper Kindergarten (UK Year 1) to Grade 5 (UK Year 6). The primary school will share our existing Devanahalli campus, allowing access to all of the school's wonderful facilities, as well as providing a dedicated primary school wing with the very best learning spaces.

The Harrow Values of Courage, Honour, Humility and Fellowship have a particular significance and relevance to parents and students in the context of the culturally diverse, modern India. We offer an exceptional educational experience, which is characterized by world-class academic and extra-curricular opportunities but rooted in these key values.

We follow a British-style curriculum, learning approach and environment, at both primary and secondary levels, combining academic excellence with a wide range of extra-curricular activities within a superbly equipped, large, modern campus in one of India's most vibrant and international cities.

Our Facilities

The campus is located in Devanahalli, a new part of the city in the northern corridor, close to Bengaluru International Airport. It benefits from a wide range of outstanding facilities.

It includes 12,000 sq m of academic space, providing spacious, well-equipped classrooms and multiple break out spaces to encourage collaboration and independent learning. Ample space for the arts is provided through an extensive music wing which incorporates performance halls and numerous practice rooms, as well as multiple soundproofed teaching spaces. Further dedicated zones for fine art, sculpture, dance and drama have ensured that creativity is already thriving at Harrow Bengaluru.

The school also enjoys wonderful sports facilities, including an Olympic sized 50m swimming pool, a 4,500 sq m sports hall, a full-size FIFA standard astroturf football pitch and a 400m running track. A strong commitment to boarding is an important characteristic of the secondary school, which is reflected in the outstandingly equipped boarding houses, each accommodating up to 70 students in en-suite single or twin study bedrooms.

Each boarding house has its own dining room, library and numerous common spaces, helping to ensure a flourishing boarding community.

The Academic Curriculum

Harrow Bengaluru offers a British curriculum which broadly follows the National Curriculum for England, leading to IGCSE in Year 11 and the choice of A levels or the IB Diploma in Years 12 and 13.

The curriculum recognizes the value of a broad range of academic subjects. Students in the primary school will study the traditional core subjects but will also benefit from a wide range of additional activities and studies led by subject specialists, making use of our exceptional facilities. In August 2025 when the Primary School opens there will be a single form entry, with a maximum of twenty students per class.

In the lower secondary school, up to Year 9, they take classes in English, Maths, Science, two Modern Languages, History, Geography, PSHE and PE. In addition, there are timetabled lessons in Drama, Art, Music and Dance, ensuring that each student benefits from a broad ranging introduction to different aspects of The Arts. IGCSE options include all of the subjects above (with Chemistry, Physics and Biology offered as separate courses) but also Economics, Business and Psychology.

In the sixth form, again, a broad range of options are offered, across the six IB Diploma subject areas and allowing a varied mix of A level choices. Offering both A levels and the IB Diploma has allowed us to build quickly a good-sized and vibrant sixth form, where the individual interests of each student can be fully satisfied.

Holistic Education

The extra-curricular programme at Harrow Bengaluru forms an integral part of the school day. This ensures that Harrow students recognize the importance of pursuits outside of their core academic programme and that they have the opportunity to develop and enjoy interests in sport, the creative arts, service, leadership and a variety of other activities.

Harrow's commitment to ensuring every student engages in a holistic programme is deep seated and has helped to mark out the school as a place where students develop confidence, character and leadership skills, as they enthusiastically throw themselves into a range of activities which are the preserve of a minority elsewhere.

Boarding and Pastoral Care

A vibrant House system is at the heart of a comprehensive pastoral care framework, which supports the character development, mental wellbeing and resilience of students at Harrow Bengaluru. Both primary and secondary students are members of an allocated house, allowing the creation of a strong sense of community and belonging in every pupil.

Whilst the primary school is for day students only, most of our secondary school students board, in superbly equipped boarding houses, each of which has its own building within the school grounds. Facilities include single or double bedrooms, many with ensuite bathrooms, house dining rooms where all meals are served, residential homes for a houseparent, assistant houseparent and matron, as well as several common room areas and libraries.

Living in Bengaluru

Bengaluru is a cosmopolitan, progressive and well-developed city with a modern metro system and a lively dining and shopping scene. Known as "The Silicon Valley of India", on account of a high concentration of IT companies and a Californian style climate of pleasant summers and mild winters, Bengaluru lies at an altitude of 945m above sea level, at the centre of Southern India's road and rail network. This makes it both an ideal starting point for exploration around the country as well as a popular home to many ex-pats. Whilst the city centre enjoys all the colour, noise and energy which one associates with major cities across India, our school campus, located to the North of the city centre, will benefit from the relative peace of its suburban location.

KEY RESPONSIBILITIES AND DUTIES

The Sports Centre Manager & Strength & Conditioning Coach will lead the effective operation and development of the Harrow International School Bengaluru Sports Centre, ensuring high standards of facility management, safety, and user experience for all students, staff, and community users. Alongside this, the post-holder will also design and deliver high-quality Strength & Conditioning sessions that enhance athletic performance and support the school's wider sporting programme. This role reports to the Head of Sport & PE.

OVERALL RESPONSIBILITIES

Sports Centre Management

- Ensure the smooth, safe, and efficient day-to-day running of the Sports Centre and associated facilities.
- Manage timetables, bookings, and use of sports facilities across curriculum, co-curricular, and external programmes.
- Supervise all users of the facility and promote safe usage of equipment and spaces.
- Maintain health and safety standards, ensuring all equipment and facilities are clean, functional, and compliant with regulatory and school-specific policies.
- Coordinate with maintenance and estates teams for repairs, inspections, and servicing of sports equipment.
- Support marketing and communication of sports centre events, bookings, and facility availability.
- Supervise part-time staff and student helpers when required; contribute to staff training and mentoring.
- Monitor and evaluate facility usage and provide reports and improvement suggestions to the Head of Sport & PE.
- Liaise with external providers and local organisations regarding lettings and community engagement opportunities.

Strength & Conditioning Coaching

- Plan and deliver effective Strength & Conditioning (S&C) sessions for student-athletes across age groups and abilities.
 - Design developmentally appropriate, sport-specific training plans aligned with the school's S&C philosophy.
 - Conduct regular fitness assessments and monitor student progress.
 - Work collaboratively with sport-specific coaches and medical staff to ensure a joined-up approach to athlete development and injury prevention.
 - Promote positive values, discipline, and respect in all training environments.
 - Support the wider sporting programme through additional coaching as required.
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ACCOUNTABILITY AND RESPONSIBILITIES

- Ensure safeguarding practices are fully embedded in the daily operation of the Sports Centre.
- Integrate the school's vision, mission, and core values into daily work.
- Adhere to the school's Child Protection Policy and report any concerns promptly.
- Report medical concerns or injuries to the Head of Sport & PE and Infirmary.
- Undertake duties, training, and work hours as required by the Head of Sport & PE, including some early mornings, evenings, and weekends.

PERSON SPECIFICATION

All HISL members of staff are expected to conduct themselves in line with the values of Harrow School which are: **Courage, Honour, Humility** and **Fellowship**. While the School's values set out what matters most, the behaviours below are intended as a shared set of expectations to refer to, and standards to aspire to, in our dealings with others. They are the practical application of Harrow School's values.

COURAGE

- We remain optimistic and purposeful in a disrupted world.
- We take responsibility for our decisions, even the hard ones.
- We always challenge poor behavior in ourselves and others.
- We are open to new ideas and seek fresh challenges.

HONOUR

- We keep our promises.
- We act with integrity – doing the right thing, even when it is difficult or when no one is watching.
- We respect and value our traditions whilst setting them in the context of today.

HUMILITY

- We work hard to serve others within the School and across our wider communities where possible putting their interests before our own.
- We give and seek honest and appropriate feedback, reflect on our failures and learn from them.
- We support each other through challenges and whatever the outcome, we celebrate those that took part.

FELLOWSHIP

- We respect each other and value our differences, knowing that we are more effective and more resilient working together.
- We are kind and inclusive; we value the contribution that each of us makes.
- We role model the behaviours that we would like to see in others; we ask only of others what we would be prepared to do ourselves.

Alongside the behaviours set out above, post holders/candidates will be expected to demonstrate the following:

QUALIFICATIONS, EDUCATION AND TRAINING

ESSENTIAL

- Secondary/High School education
- Personal Training or equivalent certification
- First Aid qualification (or willingness to obtain)

DESIRABLE

- Bachelor's Degree in Sports Science, Facility Management, or related field
 - Certification in Strength & Conditioning or Athletic Development
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KNOWLEDGE AND EXPERIENCE

ESSENTIAL

- Previous experience in facility or operations management within a sports environment.
- Experience with Strength & Conditioning for youth athletes.
- Familiarity with sports health & safety and risk assessments.

DESIRABLE

- Experience managing bookings, lettings, or a community-facing facility.
- Previous school-based coaching or teaching experience.

OTHER NOTES

Harrow International Schools are committed to the safety and protection of children. All employees are expected to comply with our School Child Protection and Safeguarding Policy.

Education is an ever-changing service, and all staff are expected to participate constructively in school activities and to adopt a flexible approach to their work. Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. The post holder will be expected to comply with any reasonable request from their line Manager to undertake the work of a similar level that is not described in this job description.

This job description may be amended at any time following discussion between the line manager and the member of staff, will be reviewed annually during the appraisal process, and will be varied in the light of business needs of the school.