



Director of Sport

The Director of Sport at Stonyhurst College will have responsibility for the overall leadership, management, and administration of the College's sporting programme. They will be responsible for the line management of the Sport and Games staff, collaborating on cross-campus strategy, sporting pathways and transition; lead on the promotion of sport at Stonyhurst through social media, open days and Stonyhurst Association events; and collaborate closely with the Commercial Director to maximise the commercial opportunities around sport.

The Director of Sport will report to the Assistant Head Co-curricular and collaborate with them on the strategic development of sport at Stonyhurst.

Key Responsibilities

Operational

1. Manage all facets of the Games programme for pupils including the organisation, population and monitoring of the Games timetables; the allocation of staff to Games options; the allocation of physical spaces to each Games option; and the risk assessment of all sporting activities.
2. Oversee appropriate professional development of all staff contributing to the Games programme including arranging health and safety training as well as helping to identify and support sport-specific qualifications.
3. Revise the current fixture list across all sports to ensure a challenging and appropriate range of competition that can engage pupils of all abilities. Manage the associated travel arrangements, ensuring there is detailed cross-campus and inter-sport collaboration to co-ordinate travel and bloc fixtures, wherever possible.
4. Oversee the Sport Scholarship process, including working with Marketing and Admissions to maximise applications, identify talent, oversee the selection process and ensure parity and rigour across all sporting assessments.
5. Design and oversee a sporting facility management plan, including opportunities for investment and major projects. Work closely with the Facilities Director and the Head of Grounds to implement the programme of works.
6. Ensure that the standards of kit, equipment and facilities are in keeping with the high expectations of the College and promote the Stonyhurst brand.
7. Work closely with the Health Centre to ensure injury prevention, match day care, injury rehabilitation and mental health support is in place.
8. Design and manage the sport tour schedule.
9. Oversee all elements of preseason training across all sports, including residential staffing.



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Management

1. Line-manage and appraise all colleagues in the Games department. Working with Pastoral colleagues on the line management and deployment of Graduate Assistants and Gap Students,
2. Create an inclusive culture of sporting contribution in which staff and pupils of all sporting ability are nurtured and developed, including offering opportunities for staff contribution and pupil achievement to be celebrated through annual awards events.
3. Clarify and champion a clear sporting ethos for pupils, staff and parents through the creation of appropriate documentation including the Games Handbook, Scholarship brochures, event publicity and matchday booklets.
4. Work with the Games team to identify ambitious sport-specific targets to raise the sporting profile of the College.
5. Chair weekly Games Department meetings
6. Work closely with HR to ensure the recruitment of high calibre staff to the Games team including generating advertisements, headhunting candidates, and developing the interview process. Oversee and personally implement the induction of all staff to the Games programme.
7. Lead communication on sporting matters with parents, staff and pupils, in keeping with College policies.
8. Ensure all Safeguarding and Health and Safety policies are observed in all sporting contexts.

Other

1. Work closely with the Commercial Director to actively develop the commercial opportunities around sport at the College both during term time and holiday periods.
2. Work closely with the Marketing and Admissions Department, actively contributing to marketing initiatives and the social media footprint of the College as well as contributing to pupil recruitment, and actively building links with partner agencies and feeder schools.
3. Develop partnerships with local and regional sporting clubs to develop coaching and playing links as well as commercial and profile-building opportunities.
4. Regular collaboration with the Assistant Head Co-curricular.
5. Contribute to the Co-curricular presentation to Governors as required.
6. Oversee the recommendation of sporting colours and awards in collaboration with the wider sports team.
7. Fulfil any other duties as deemed necessary by the Headmaster.



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Person Specification – Essential Criteria

Experience

1. Demonstrable experience of working at a management/director level.
2. Proven track record of managing successful sporting programmes, events, and schedules.
3. Experience of coaching sport at school level.
4. Experience of working with children of a wide ability range.
5. Experience of managing positive change.

Skills

1. Leadership, coaching and management skills.
2. A collaborative approach
3. Excellent organisational and communication skills.
4. A high level of computer literacy.
5. Ability to prioritise workload and meet deadlines.
6. Promote a well organised and inspiring learning environment.

Attitude and approach

1. Highly professional
2. Positive attitude in all areas
3. Resilient
4. Committed to working with a team to develop Stonyhurst Sport
5. Committed to the Jesuit Ethos of the school.
6. Ability to inspire colleagues and students.
7. Proactivity and a strong team player, showing a clear and infectious passion and drive for sport.

Person Specification – Desirable Criteria

1. An understanding of the boarding school context.
2. Be able to build and sustain effective, positive relationships with staff, pupils, parents, governors and the local community.
3. Enjoy being part of a professionally stimulating environment.
4. Have a strong moral purpose and drive for continuous improvement in all aspects of school life.



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