



IPSWICH SCHOOL

HEAD of ATHLETIC DEVELOPMENT

Full-time, permanent, required from mid-August 2025

THE SCHOOL

Ipswich School has been listed as one of the top 100 schools academically in the country and is certainly one of the foremost independent schools in East Anglia. We were established prior to 1399, and moved to our present site in 1852. We have 1100 pupils aged between 5 and 19 and we are fully co-educational.

As our most recent report by ISI Inspectors confirmed, *Ipswich School has a fine record of academic success, which is placed within the context of an extensive range of activities outside the classroom.* The School operates a five-day week, with representative sports on Saturdays. Games, CCF, Community Service and a variety of other activities take place on Thursday afternoons. All who coach sport at a high level make some contribution to school life outside their own specialisation, as well as to our programme of pastoral support.

At Ipswich School our key aim is to encourage pupils to realise and fulfil their potential. By treating them as individuals, providing the best possible pastoral care, and kindling a real interest in their studies, we hope that they will enjoy their education and achieve the best possible results.

Our Sports programme, under the leadership of our Director of Sport, has entered an exciting new, professional phase and we are proud of our recent successes. We aim to be a nationally competitive body in all four of our focus sports, and the Athletic Development Department plays a major role in helping us to fulfil our aim.

IPSWICH SCHOOL SPORT

Ipswich School is currently ranked 17th in the UK for Sport by School Sport Magazine. Ipswich School currently holds 6 national titles: in Girls' Cricket (3), Fives (2) and Girls' Hockey (1).

Our four focus sports are Rugby, Hockey (Girls and Boys), Netball and Cricket (Girls and Boys). We are looking to expand our range and participation in non-Focus Sports in 2025-26, whilst still striving for excellence and pupil participation in the Focus sports.

The School has an extensive team of designated coaching professionals, whilst also taking advantage of the skills and experience of members of the teaching staff.

THE POST

This is an outstanding opportunity for an athletic development professional, who possesses proven experience of planning and delivering health, well-being and physical development sessions at a high level.

You will be equipped to formulate and implement a vision for athletic development in an Independent School with exceptional facilities, and a reputation for success and development.

We have first class facilities for a range of sports including Hockey, Netball, Rugby and Cricket, with two sports halls, a fitness suite, a renovated gym and extensive grass and astroturf playing areas.

We are dedicated to delivering the highest quality sporting programme and you will need to demonstrate an ability to:

- Develop the athletic development programme in line with our desire to provide an inclusive yet high end offering that caters for players of all calibres from beginner to elite who aim for regional/national representation.
- Plan and deliver a programme of athletic development with passion at a high level to enable athletes to succeed.
- Achieve success, which will be measured through the School's results at a national level, and participation numbers at all age groups.
- Manage, inspire and work collaboratively with the School's coaching staff.
- You will be responsible to the Director of Sport.

PRINCIPAL RESPONSIBILITIES

- Plan and deliver an Athletic Development programme in the Senior School, that reflects the age and physical development of our pupils.
- Oversee a Strength and Conditioning (S&C) scheme of work.
- Work alongside the Senior School Director of Sport, and 4 Heads of Sport in planning and providing adequate preseason conditioning for pupils (Girls and Boys).
- Advise and consult with the Heads of Sport in planning the pitch side S&C input during Games sessions throughout each term (Girls and Boys).
- Lead the physical assessment part of 11+, 13+ and 16+ Sports Scholarship Days, collating and feeding back information to the Director of Sport.

- Devise and implement an elite S&C programme for the top performers/scholars
- Devise and manage a schedule to maximise use of the school's facilities, including the fitness suite.
- Develop a range of tests that can be used to assess physical performance. Record and share the results of these tests to track pupil progress.
- Liaise with external health professionals, such as physios, where appropriate
- Provide the Heads of Sport with advice on player welfare relating to acute chronic workloads.
- Provide INSET (internal staff training and development) for all coaches on warm ups/cool downs and recovery sessions.
- Budget management.
- Recruit and manage University placement students

This list is not exhaustive and duties may be changed or added to as determined from time to time.

PERSON SPECIFICATION

You will need to demonstrate the skills needed to work with young people and deliver a programme of excellence. You will have the following key attributes:

- Excellent communication skills.
- The ability to work efficiently and effectively using your own initiative.
- A commitment to the values and ethos of Ipswich School.
- The ability to inculcate a winning mentality throughout our teams.
- The dedication required to help young gifted and talented athletes to achieve their goals.
- Possession of a D1 driving licence (preferable).

HOURS OF WORK, PAY AND BENEFITS

- This is a full-time, permanent position, subject to the satisfactory completion of a 6-month probationary period.
- Working hours will total 37.5 hours per week, Monday to Fridays, during the 35 weeks of term time, with occasional Saturday requirements. 37.5 hpw is an average, and there must be expectation that some weeks will be in excess of that figure, as well as some weeks falling short.
- Please note you are always expected to work your normal hours on the two days prior to the start of the Michaelmas (Autumn) term each year, and on the INSET day (currently in

February each year). These days are staff INSET days for training and development activities and they are included in the definition of Ipswich School term time.

- You will also be required to work during the summer Pre-season programme, which takes place from mid August for 2-3 weeks, and for the few days preceding Lent and Summer Terms, if required for pre-season training by the relevant Head of Sport.
- This role will be classified as a support staff position in the School.
- The salary for this post will be competitive and based on your background and experience, and will be discussed further at interview.
- Salaries are paid monthly in arrears by BACS on the last working day of each month and are reviewed annually on 1 September (with the first review for this post taking place in 2026).
- In line with workplace pension legislation, support staff are entitled to join a defined contribution pension scheme after 3 months' service, and will receive 3x death in service life cover.
- Holiday entitlement and other terms of employment will be discussed at interview.
- Free lunch is provided in the Dining Hall during term time and staff are able to use the School's swimming pool and fitness gym free of charge (in compliance with appropriate rules and regulations).

Holiday may only be taken during Ipswich School holiday periods.

APPLICATION AND INTERVIEW ARRANGEMENTS

Completed application forms should be sent to: the Director of Human Resources, Ipswich School, 25 Henley Road, Ipswich IP1 3SG or email hr@ipswich.school by **noon on Monday 30 June 2025**. Interviews will take place on **Wednesday 02 July**.

Please advise us of any special requirements you may have if you are called for interview. If your special requirements mean that you need to submit this application in a different format please contact us.

PLEASE NOTE

- Ipswich School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening, including checks with past employers and the Disclosure and Barring Service. Having a criminal record will not necessarily be a bar to obtaining the position. The Ipswich School policy on the recruitment of ex offenders and the Code of Practice relating to the Disclosure and Barring Service are available on request.
- Ipswich School's employees are responsible for promoting and safeguarding the welfare of children and young people they are responsible for, or come into contact with. The post holder must adhere to and ensure compliance with the School's Safeguarding Children Policy at all times.

If, in the course of carrying out his/her duties, the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School he/she must report any concerns to the School's Designated Safeguarding Leads.

- Ipswich School's employees are expected to attend training in safeguarding children as directed.
- Applicants are advised that in the interests of the health and safety of all its pupils and employees, Ipswich School operates a No Smoking Policy and employees are expected to comply with the statutory restriction on smoking in public places.

June 2025