



DULWICH COLLEGE
FOUNDED 1619

Chief Debating Coach

Information for Applicants

Welcome

Dear Potential Applicant

Thank you for applying to work at Dulwich College. I hope that you will find the prospectuses and web pages useful and feel that they provide a better understanding of our aims, values and ethos. I also hope this booklet makes you feel you might thrive here, would like to join us and make a great professional contribution.

At heart, the College's focus ensures the wellbeing, experience and achievements of our pupils. We want them to be happy, to flourish and to get the very best from their time here. These aims also allow us to have a positive relationship with our families, and uphold our reputation and strategic ambitions.

We have a large, diverse, dedicated and talented team of colleagues. It is a huge collective effort to achieve our annual and long-term goals, and we could not do this without everyone working together in a diligent and good humoured manner.

As well as rewarding and fun, being part of the College is demanding at times and we have high expectations of all our colleagues. There are, however, many advantages and opportunities, which are better explained in this booklet. Put simply, we wish to get the best from everyone and we will seek to invest in you and develop you during your time with us.

We recognise that many of our colleagues are professionally ambitious. We will certainly help you in your aims, through mentoring, professional development courses and career opportunities.

We are fortunate to have a large College community, with several career pathways and experiences available. We hope that you will enjoy working here, really understand the value and the commitment shown by everyone and wish to play your part in the exciting life of Dulwich.

Mr Robert Milne
Master





The College

Dulwich College is an academically selective independent school for boys in south east London, known for its inspired teaching, genuine scholarship and broad co-curricular life.

Our dedicated and increasingly diverse staff of approximately 250 teachers and 350 operational colleagues, support a pupil body of approximately 1,850 across the Senior and Junior Schools and DUCKS, our co-educational nursery and infant school.

Set within 70 acres of beautiful grounds, yet only 12 minutes by train from central London, the College offers an exceptional working environment — spacious, well-resourced and rich in heritage. The campus blends iconic listed buildings with award-winning new architecture, creating a dynamic and inspiring setting that values curiosity, creativity and collaboration among both pupils and staff.

Vision Values & EDI

Our Vision

to be an outstanding school that inspires every pupil to work, study and serve with purpose, developing the potential to make a positive difference in the world.

Our Values

purpose, kindness and joy – underpin a culture of curiosity, creativity, compassion and integrity. We promote collaboration, resilience and appreciation of the benefits of living and learning within a diverse, inclusive community.

Equity, Diversity and Inclusion

We celebrate the diversity of our pupils, staff, alumni and parents, recognising that varied backgrounds and experiences create a vibrant and forward-looking community. Dulwich College stands firmly against discrimination in all forms and is committed to advancing inclusion, social responsibility and the core British values of democracy, liberty, respect, tolerance and the rule of law.

Chief Debating Coach

We are seeking an experienced, confident, and enthusiastic debating coach to inspire and develop pupils from Years 7 to 13. The successful candidate will support pupils in strengthening their debating skills, building confidence, and preparing them to compete successfully in debating competitions.

The ideal candidate will be an excellent communicator with substantial experience in competitive debating, preferably at university level, alongside a strong interest in current affairs, politics, and contemporary issues.

Job title

Chief Debating Coach

Reporting to

Assistant Head Pastoral and Co-Curricular

Period of employment

Fixed term until July 2027

Hours of work

14 hours per week during term time, including Saturday and evening work as required. This role is term-time only, with some work required during College holidays where necessary.

Salary

£17,000 per annum

Key Dates

Applications close on **Friday 18 September 2026 at 12 Noon**

Interviews will be held week commencing **21 September 2026**





Role details

Role Overview

Debating forms an important part of the co-curricular programme at Dulwich College, providing pupils from Years 7 to 13 with opportunities to develop their confidence, communication and critical thinking skills.

The Debating Society is open to pupils who are interested in competitive debating, as well as those who would like to develop their ability to discuss and analyse current affairs, political issues and wider questions of public interest. The Society currently has around 60 pupils and caters for a range of experience and ability, from pupils who are new to debating through to those competing at a high level.

The successful candidate will play a key role in developing and delivering the College's debating programme. They will provide engaging and challenging coaching to pupils, helping them to develop the skills required to construct persuasive arguments, respond effectively to opposing views, think on their feet and communicate with clarity and confidence.

The role will involve supporting pupils in preparation for internal and external debating competitions, including developing their knowledge of current affairs, providing feedback on their performance and helping them to refine their debating techniques. The successful candidate will also be expected to foster a positive and inclusive debating culture in which pupils are encouraged to question, listen, challenge ideas constructively and engage respectfully with different perspectives.

The successful candidate will be an excellent communicator with substantial experience of competitive debating, preferably at university level or above. They will have a strong understanding of debating formats and judging criteria, a broad interest in current affairs and political issues, and the ability to inspire and develop pupils of different ages and levels of experience.

Experience of coaching or mentoring young people would be advantageous, as would experience of preparing teams for school, university or national debating competitions.

Main duties and responsibilities

Debating

- To plan and deliver high-quality debating coaching for pupils across the Upper, Middle and Lower Schools, adapting coaching and activities to different ages, abilities and levels of experience.
- To coach and support debating teams at Saturday competitions and other external events as required, including providing feedback and guidance before, during and after competitions.
- To liaise regularly with the Head of Debating regarding the development, participation and progress of debaters, and to contribute to the wider development of the College's debating provision.
- To promote an inclusive, ambitious and positive debating culture, encouraging pupils to engage confidently and respectfully with a wide range of perspectives and ideas.

Administration

- To provide administrative support as and when required
- To communicate with pupils to keep them informed of training sessions
- To complete an attendance register for all sessions
- To organise a small-scale debating competitions
- To help organise and run Dulwich Schools: a major tournament in the Michaelmas Term
- To run House Debating competitions
- To undertake additional duties as may be reasonably requested
- To support our Partnership work with debating

General

- To contribute positively to the wider co-curricular life of the College and to work collaboratively with relevant members of staff.
- To maintain high professional standards in all interactions with pupils, colleagues, parents and external organisations.
- To undertake additional duties and responsibilities commensurate with the role as may reasonably be requested from time to time.

Person Specification

Essential

- Educated to degree level
- High level experience of competition debating (ideally at university level)
- Experience of coaching, teaching, mentoring or developing young people.
- Excellent communication and interpersonal skills
- Strong organisational and administrative skills.
- Proficiency in using Microsoft Office applications, particularly Outlook and Excel, with experience working with databases and other administrative systems.
- Reliability, punctuality and willingness to attend Saturday competitions when required.
- Commitment to safeguarding and promoting the welfare of children and young people.
- Enthusiasm, energy, initiative and a sense of humour

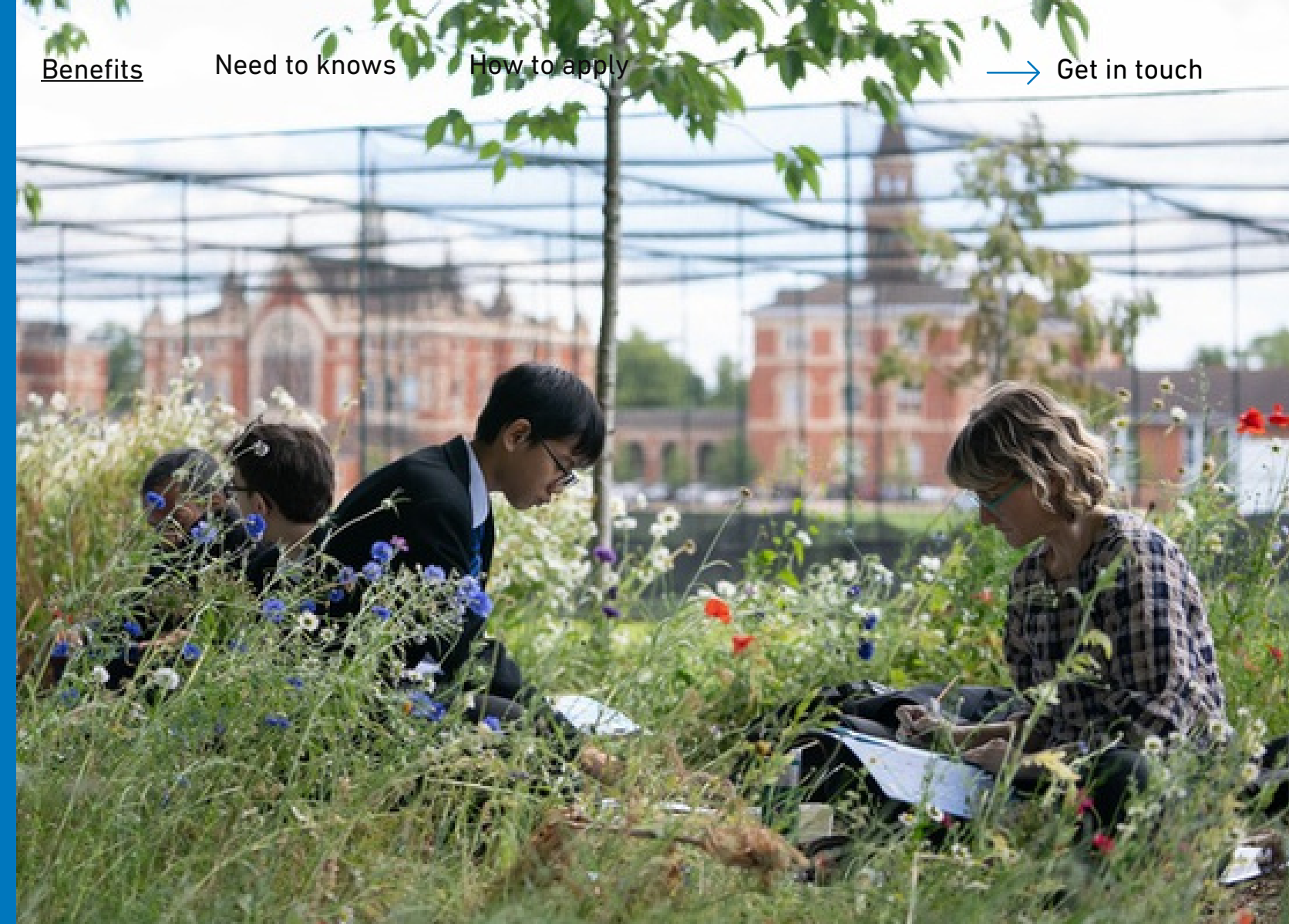
Desirable

- Previous experience working in a school or educational environment.
- Experience organising or adjudicating debating competitions or tournaments.
- Previous experience coaching school-age debaters.

A photograph showing a male teacher with glasses and a white shirt leaning over a desk, smiling and pointing at a document. A male student in a dark suit and tie is sitting at the desk, looking down at the document. Other students are visible in the background, some sitting at desks and others standing. The setting appears to be a classroom or library with bookshelves and a window in the background.

Person specification

College Community and benefits



Make your money go further

- Contribution pension scheme.
- Lunches – Free lunch in the dining hall or to take-away.
- Fee remission – Discounts on fees at Dulwich College, Alleyn's Dulwich, JAGS Dulwich and DUCKS (admissions rules apply).
- High-street savings – Access to discounts on restaurants, food deliveries and shopping.

Help with your commute

- Bike to Work - Tax-efficient bike purchase.
- Onsite parking - Free parking on Campus, EV Parking

Support for your wellbeing

- SimplyHealth plan - Cash back on routine medical expenses
- 24/7 GP access – Online consultations, advice and referrals.
- EAP – 24/7 emotional, financial and relationship support.
- Sports club – Free family membership for you, your partner and children under 18 (terms and conditions apply).
- Eye tests & flu jabs – Free tests and seasonal vaccinations.

Protection when you need it

- Life insurance – Included with all pension schemes for permanent employees.
- Accident insurance – Cover for permanent disability or dental injury.

Support for life outside work

- Family leave – Enhanced leave for new arrivals
- New baby perk – Cash contribution from SimplyHealth.
- IVF leave – Up to 5 days for essential appointments.

Boost your social life

- Events & clubs – From Burns Night to book clubs and quizzes.
- Dulwich Picture Gallery – Free entry with staff pass.
- Dulwich Golf Club – Discounted 'Member's guest' rate.
- Private functions – Reduced rates for venue hire (subject to availability).

Important information

Safeguarding

All staff are responsible for safeguarding and promoting the welfare of children, completing the required training, and adhering to College safeguarding policies.

Health and Safety

Staff must also take reasonable care of their own health and safety and that of others, follow safety procedures, use equipment responsibly, and co-operate with managers on all health and safety matters.

Safer Recruitment

You will find our application form detailed — this ensures we meet the rigorous standards required when employing people to work with or around children and young people.

Vetting

All appointments are subject to pre-appointment vetting, as required by law, which will include satisfactory criminal record checks.

Get in touch

Queries should be sent to joinourteam@dulwich.org.uk



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