



HARROW
SCHOOL

APPOINTMENT OF
DIRECTOR OF RUGBY

September 2026



HARROW SCHOOL

Harrow School is one of the world's most famous schools. Founded in 1572 by a local yeoman farmer, John Lyon, under a Royal Charter granted by Queen Elizabeth I, it is located on a 324-acre estate encompassing much of Harrow on the Hill in north-west London. The School is 30 minutes from central London by train.

Harrow is a full boarding school, with around 830 boys aged 13 to 18. The catchment area is very wide, with boys coming from all over Britain and across the world. All live in one of the School's 12 boarding Houses, each of which has its own character, facilities and resident staff. Most teachers are attached to a House and are involved in pastoral work and tutoring. House identity is strong, with regular competitions across a wide range of activities, including sports. There are about 120 teaching staff and over 500 non-teaching staff.

Academic standards are very high. All boys study 10 subjects at (I)GCSE, at least four in the Lower Sixth and engage with the Electives Programme. In the Upper Sixth they continue with three or four subjects and work towards the Harrow Diploma. In addition, the Super Curriculum involves activities which foster academic endeavour beyond exam courses. This involves reading, debate, public speaking, lectures and visits.

There is a very strong programme of co-curricular activity, in which all boys are involved. An extensive range of activities is offered, with standards of participation and performance particularly high in sport, art, music and drama.



SPORT AT HARROW

Sport and exercise are an important part of life at Harrow: there is a long and illustrious heritage. There are afternoon games four times a week, in which all boys take part. The principal sports are Rugby Football, Soccer and Cricket, but there is a wide range of additional opportunities within the 28 sports on offer. There is an extensive programme of inter-school sport, played principally on Saturday afternoons.

Standards of achievement are high, with teams and individuals regularly winning county and national competitions. Alongside this, there are multiple teams at all ages and abilities that enable all who wish to compete to do so. Both performance and participation are valued, within a high profile and well-resourced programme.

A large staff is involved in delivering high quality coaching across the programme. There are 25 Masters-in-Charge of sports and over 70 teaching staff regularly involved in sports coaching. Additionally, there are 60 professional coaches, as well as a lead professional in each of the major sports.

Facilities for sport are extensive. There are many acres of high quality sports fields, 3G Rugby pitch, additional Hockey Astroturf, well-equipped sports centre, athletics track, golf course, swimming pool and numerous courts for a range of racket games. Resources for conditioning are extensive, including fitness studios and performance gym. There is a breadth of sporting opportunity to match every interest and ability. Many boys play several sports, and unique occasions like the annual cricket match against Eton at Lord's provide memorable highlights in the School Calendar. The extensive and hotly contested inter-House sports programme engages all 12 Houses in varied competitions.



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RUGBY AT HARROW

Rugby is one of Harrow's principal sports. The School aspires to play at the highest level consistently, and to maintain a national reputation as one of the country's leading forces in the game. Back to back victories in the Continental Tyres National Under 18 Cup, alongside a profusion of other triumphs in county, regional and national competition reflect the strength of the current programme. Many players are involved in performance pathways, especially at Saracens, and boys are regularly selected for national teams and international competitions. Old boys include England captain Maro Itoje and other recent internationals including Billy Vunipola and Henry Arundell.

Rugby is played by the majority of boys in the Winter Term. Teams typically train on three afternoons each week, with block fixtures on Saturdays. The most aspirational players are supported with extensive conditioning and analysis programmes. Participation is not confined to the most able: there are 20 teams playing regularly. Spring Term features a Development XV, which operates alongside a comprehensive Sevens programme. The School has enjoyed significant competitive success in the shorter form of the game in recent years. Sevens is an important, and high profile, part of the Rugby programme. Teams participate in a wide range of tournaments and have enjoyed regular triumphs.

Resources for the game are outstanding. There are 14 high quality grass pitches and a 3G surface for team practice and matches. These are supplemented by extensive conditioning facilities and a wide network of performance support. A large number of experienced and committed staff delivers the coaching programme each week. This includes many teachers who have a strong background in the game, who are supported by visiting coaches from the elite game.



DIRECTOR OF RUGBY

The Director of Rugby, alongside the Master in Charge, will deliver the strategic vision for Rugby at Harrow, fostering a high-performance culture while promoting wide and enthusiastic participation across the school. They will drive excellence in coaching and player development across all year groups, supporting boys to achieve their potential. For some players, this will lead to international honours, for others regular involvement and a lifelong love of the game.

The Director of Rugby will be the principal coach, devising and delivering an inspiring, coherent and innovative programme across the school. This will include leading the coaching of the 1st XV, Development XV and 1st VII, and accompanying teams on Saturdays and to tournaments. They will also support the community of Harrow coaches, to ensure that standards of coaching, officiating and player support are consistently high.

The successful candidate will be accountable for the School's reputation in the wider world of school Rugby. This will include liaison with Saracens and other high performance partners, as well as being involved in wider outreach to build relationships with feeder schools through coaching days and CPD. They will take the lead in identifying and attracting talented players at both Year 9 and Year 12 entry points, ensuring a strong pipeline of future players.

The Director of Rugby will promote and role model the highest standards of discipline and sportsmanship, as well as ensuring that the game is conducted in line with the School's aims, values and ethos. The Director of Rugby will work closely with the Master-in-Charge of Rugby and be supported by an experienced and qualified rugby coaching staff, a strength and conditioning team and the Director of Sport.



PERSON SPECIFICATION

Harrow seeks to appoint a leading practitioner to oversee the next stage of the development of the game in the School. They will build on the excellent work of recent years.

The successful candidate will have an acknowledged track record of success in the game as a player and coach. This is likely to include involvement in the elite game in some capacity. Experience of coaching high performing age group players is essential, though this may not necessarily be in an educational environment. Awareness of modern approaches to the game is vital, as is the capacity to prepare and inspire the 1st XV to compete at the highest level. The ability to build a team of coaches and support staff, and oversee their work, is vital.

An understanding of player pathways will be important, as well as the personal qualities, and relationships, to collaborate creatively with outside Rugby agencies, both to further develop the programme, and in support of pupil recruitment.

The School is keen to consider applicants from a range of Rugby backgrounds. Coaching qualifications at Level 3 or above (or the willingness to achieve them) are desirable, as is a degree in a sports-related area. More important is a wide knowledge of the game, impeccable reputation, strong contacts and the capacity to establish an inspiring environment for players and coaches to pursue their interest in the game.

Commitment to the life of a busy boarding school will be expected, including a contribution to other sports, especially in the summer term. Commitment to trips, tours and out of season training camps will be assumed.

An attractive salary, and other benefits, are available: details will be discussed at interview. Right to Work in UK is essential.



NEXT STEPS

Please note that the School is working with ICE Education on this appointment. Any specific questions which are not covered in this pack may be emailed to Director of Recruitment, Dan Scargill: dan@ice-education.co.uk

Application packs can be downloaded from:
www.harrowschool.org.uk/contact/work-at-harrow/vacancies

Closing date is Monday 23 February.

Long list interviews will be done online from week beginning Monday 2 March.

Short list interviews will be held face to face from week beginning Monday 9 March.

Early applications are recommended. The School has the right to make an appointment at any stage of the recruitment process.

Safeguarding

The School is committed to safeguarding and promoting the welfare of children and young people. This post is subject to an enhanced DBS check, and the receipt of two satisfactory references, including one from current employer

Equal Opportunities

Harrow is committed to the principles of equality, diversity and inclusion. The School is an equal opportunities employer, selecting employees solely on merit irrespective of gender, ethnic origin, religion, disability, sexual orientation or age.



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