



HARROW SCHOOL



Appointment of **DIRECTOR OF FOOTBALL**

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 ten subjects at (I)GCSE and 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 that 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 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 sports fields, a 3G rugby pitch, an additional hockey Astroturf, a well-equipped Sports Centre, an athletics track, a golf course, a swimming pool and numerous courts for a range of racket games. Resources for conditioning are extensive, including fitness studios and a performance gym. There is a breadth of sporting opportunity to match every interest and ability. The extensive and hotly contested inter-House sports programme engages all 12 Houses in varied competitions.



FOOTBALL at HARROW

Football is one of Harrow's principal sports. It is the major sport in the Spring term, with almost 400 boys playing across 25 teams in five age groups. A Development Football programme in the Autumn term provides further opportunities for aspirational players. The programme aims to provide high-quality opportunities at all levels, alongside clear development pathways for boys with ambitions to progress within the game.

Resources include 14 grass pitches, access to artificial surfaces, strength and conditioning facilities and performance analysis support. A large coaching team supports the programme, including a link with Tottenham Hotspur.

Harrow continues to develop a coherent playing and coaching philosophy across U14-U18, while strengthening relationships with prep schools, clubs and professional academies to support player development and recruitment. In recent years, boys have left Harrow to pursue performance pathways in the UK and US.



The ROLE

The Director of Football will work in close partnership with the Master-in-Charge of Football to provide joint leadership of football at Harrow and to deliver the strategic vision for the game across the School.

The role combines significant contact time through coaching, player and coach development and the delivery of the football programme, with non-contact time dedicated to programme development, planning, recruitment, coach development, external relationships and administration.

The Director will maintain a visible and consistent presence across the football programme, including training and fixture days, and will contribute to the wider sporting life of the School throughout the year.

Key strategic objectives for the role

- To work alongside the Master-in-Charge of Football in providing joint leadership and strategic direction for football at Harrow.
- To develop and continually refine a clear football philosophy and curriculum, creating a coherent player-development experience from U14 to U18 and across all levels of the programme.
- To drive excellence in coaching and player development, ensuring consistently high standards while providing meaningful opportunities for boys of all abilities.
- To lead the development of Harrow's football coaching community, creating greater consistency, collaboration and opportunities for coach education and professional development.
- To develop a sustainable approach to 13+ and 16+ recruitment, building strong relationships with prep and other schools, grassroots clubs, professional academies and other organisations within the wider game.
- To strengthen Harrow's reputation and relationships within football and create appropriate development and pathway opportunities for aspirational players.
- To ensure that football at Harrow continues to develop and evolve, reflecting contemporary approaches to coaching, player development and performance while remaining consistent with the School's values and wider sporting philosophy.

KEY RESPONSIBILITIES and DUTIES

- To work alongside the Master-in-Charge in leading and developing a football programme that provides outstanding opportunities from participation through to performance.
- To develop, implement and continually review a coherent football curriculum and playing philosophy, ensuring appropriate progression and consistency across age groups and playing levels.
- To be a leading coaching practitioner in the programme, contributing directly to the coaching and development of senior and aspirational players while supporting high-quality provision throughout the School.
- To oversee appropriate player-development pathways for aspirational players, including individual development opportunities and links with professional clubs and academies.
- To work closely with the Athletic Development team and other performance-support staff to provide an integrated approach to player development.
- To lead and develop the community of football coaches at Harrow, including supporting recruitment and deployment of coaches, mentoring staff and providing an ongoing programme of coach education and professional development.
- To observe, support and develop coaching practice across the programme, promoting a common culture and consistently high standards while encouraging coaches to bring their own expertise and strengths.
- To take a leading role in the identification and recruitment of aspirational football players at 13+ and 16+, working with the Master-in-Charge and relevant School colleagues to develop a sustainable recruitment strategy.
- To build and maintain strong relationships with prep schools, local schools and clubs, professional academies and other organisations in the wider football community.
- To support appropriate outreach through prep school visits, coaching days, masterclasses, festivals and other initiatives that strengthen Harrow's relationships and reputation within the game.
- To ensure that appropriate analysis and feedback are used to support the development of teams, individual players and coaches.
- To contribute to the organisation and delivery of fixtures, tournaments, tours, training camps and other significant football activities.
- To work alongside the Master-in-Charge to ensure that coaching resources, facilities and specialist support are deployed effectively across the programme.
- To promote and act as a role model for the highest standards of professionalism, behaviour, discipline and sportsmanship across football at Harrow.
- To ensure that football provision complies with relevant FA guidance, School policies and appropriate health, safety, safeguarding and player-welfare requirements.
- To work collaboratively with the Director of Sport, Athletic Development team, teaching staff, professional coaches and other colleagues involved in the School's sporting provision.
- To contribute positively to the wider sporting and co-curricular life of Harrow School.



PERSON SPECIFICATION

School Values and behaviours

All staff are expected to conduct themselves in line with the School's Values, which are: Courage, Honour, Humility and Fellowship. While the School's Values set out what matters most to us, 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 our Values.

Courage

- We remain optimistic and purposeful in a disrupted world.
- We take responsibility for our decisions, even the hard ones.
- We always challenge our own poor behaviour and that of 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 while setting them in the context of today.

Humility

- We work hard to serve others in 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 who 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 person makes.
- We act as role models for the behaviour that we would like to see in others; we ask only of others what we would be prepared to do ourselves.

In addition to modelling our Values and behaviours, post-holders/candidates will be expected to demonstrate the following:

Qualifications, education and training

Essential

- UEFA B Licence, or an equivalent recognised coaching qualification
- Evidence of ongoing professional development and engagement with contemporary coaching practice

Desirable

- UEFA A Licence or evidence of working towards the qualification
- A degree or nationally recognised vocational qualification relevant to coaching, sport, performance or player development
- Relevant coach-development, talent-identification or performance qualifications

Knowledge and experience

Essential

- Significant experience of coaching and developing aspirational and high-performing school-age footballers
- A strong understanding of contemporary approaches to player development and the ability to translate these into an appropriate school environment
- Experience of developing and implementing a coherent coaching or player-development programme
- Experience of working with and developing coaches of differing levels of experience and expertise
- A strong understanding of player pathways and the relationship between schools, grassroots football, academies and the professional game
- Experience of building effective relationships with players, coaches, parents and other stakeholders
- An understanding of the importance of balancing performance and participation within a broad sporting programme

Desirable

- Experience of playing and/or coaching within professional or academy football
- Experience of leading or contributing to a significant school, academy or club football programme
- Experience of coach education, mentoring or the professional development of other coaches
- Experience of talent identification and recruitment
- Established relationships within professional clubs, academies, schools or the wider football community
- Experience of organising or contributing to tours, tournaments, camps, festivals and outreach programmes

Skills, abilities and personal attributes

- An outstanding coaching practitioner with the credibility to inspire boys and coaches across the football programme
- A collaborative leader who can work in genuine partnership with the Master-in-Charge of Football and contribute effectively to a shared leadership model
- The ability to think strategically while also taking responsibility for the day-to-day delivery and continued development of the programme
- Excellent interpersonal and communication skills, with the ability to build strong relationships across a complex school community and in the wider football environment
- The ability to lead, support, challenge and develop a diverse coaching workforce
- A strong organisational approach and the ability to manage competing priorities in a busy sporting environment
- The ability to analyse and continually improve systems, coaching provision and player-development practices
- A commitment to high standards alongside an understanding that successful school sport encompasses participation, development, enjoyment and performance
- Sound judgement, integrity and professionalism, with the ability to act as a positive ambassador for football at Harrow
- An understanding of, and enthusiasm for, the distinctive environment of a full-boarding school and Harrow's approach to all-round education
- Flexibility and willingness to contribute to fixtures, tours, training camps, outreach and other activities outside conventional working hours
- A commitment to safeguarding, player welfare, equity, diversity and inclusion



NEXT STEPS

How to apply

All candidates are required to complete an application form accompanied by a letter of introduction. Application forms, the Candidate Information Pack and the closing date can be found by visiting **harrowschool.org.uk/contact/work-at-harrow/vacancies** and selecting the '**Apply Now**' button on the relevant vacancy.

Applications will be processed as they are received and interviews may take place before the closing date, so early application is recommended.

If shortlisted, you will be invited to attend a first-stage interview, which is expected to take place online. Selected candidates will then be invited to attend a second interview at Harrow School.

In the event of a successful application, candidates will be required to undergo child protection screening appropriate to the post. Further information and copies of recruitment-related policies can be found on the advertisement on Harrow School's vacancies page.

Safeguarding and child protection

Harrow School is committed to safeguarding, protecting and promoting the welfare of children, and you must be willing to undergo safeguarding screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. At interview, we will ask questions about safeguarding procedures and your suitability to work with children. All teachers at Harrow must comply with our safeguarding policies and procedures, which can be found on our website **harrowschool.org.uk**.

In addition, the position will be offered subject to the receipt of satisfactory references, proof of qualifications and proof of right to work in the UK.

Copies of the School's Recruitment, Selection and Disclosure Policy and the Privacy Notice for Job Applicants are available on the School's website, alongside the candidate pack.

Harrow School is an equal opportunities employer.





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