

| DULWICH COLLEGE  
FOUNDED 1619

## Information for Candidates

Sydenham Head Coach and Dulwich College Rowing Coach





# Contents

---

Welcome	3
The College	4
Vision, Values and EDI	5
Dulwich College staff	6
The role	7
Job description and Person Specification	8-12
Benefits	13
Application procedure	14
Campus map	15





# 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 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 boys' school in south east London with a tradition of inspired teaching, genuine scholarship and co-curricular breadth.

Situated in 70 acres, yet only 12 minutes by train from central London, the College enjoys outstanding academic, co-curricular and sporting facilities, including The Laboratory, a RIBA National Award-winning Science and Arts building. There has also been an extensive refurbishment of its iconic Grade II\* listed Barry Buildings and surrounding landscaping.

Further information about the College can be found on our website [www.dulwich.org.uk](http://www.dulwich.org.uk)





## Vision, Values and EDI

---

### Vision

Our vision is to be an outstanding school inculcating in every pupil an aptitude for work and study and a sense of service so they have the potential to make a positive difference in the world.

### Values

Our values are purpose, kindness and joy and through these values we seek to encourage curiosity and creativity, compassion and open-mindedness, resilience and integrity, and a collaborative outlook and an appreciation of how we all benefit from living and growing in a diverse and inclusive society.

### Equity, Diversity and Inclusion

We proudly celebrate the diversity that exists within our pupil and staff bodies, as well as in our alumni and parent communities, and recognise the important role that our rich array of backgrounds and experiences plays in building a vibrant, forward-looking community. As a result, Dulwich College stands firmly against discrimination and exclusion in all its forms.

We strive to build a supportive community that encourages a sense of social responsibility and which promotes the fundamental British values of democracy, individual liberty, respect and tolerance, and the rule of law. We will continue to work alongside members of our community to progress our inclusion work and embed our core values across all aspects of College life.

All staff have a responsibility to safeguard and promote the welfare of children. The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work with the safeguarding policies of the organisation.

As an employer we are committed to promoting and protecting the physical and mental health of our staff.



**Katy Millis**  
Head of Sustainability

Coming from a background in retail management, I joined Dulwich College 22 years ago as the manager of our school shop, The Commissariat. After a number of years in this role I was promoted to head of procurement. Aspects of this role include buying FF&E for new builds, tendering for uniform and sports kit supply and looking after the College's utilities portfolio. My interest in Climate Change along with my role in the acquisition of the College's energy, water and consumables naturally lead to my current role managing the College Sustainability Action Plan. On a personal note, the College has been a great place to work with opportunities to assist with events such as Christmas Fairs and charity fundraising. I have also enjoyed making friends with both my immediate peers and within the wider college community.



**Colm O Siochru**  
Head of Upper School

I came to Dulwich – and to teaching – following graduate study in History. Although I'd done some undergraduate tutoring and taught on summer schools for 6th Formers considering History at university, I had limited experience in a classroom setting when I first came to interview. The pupils, and the warm, collegial atmosphere set me at ease. The College took a punt on me, trained me to teach, and helped me harness what skills and passions I have to become the best teacher I could be. There's a real system of support: from Staff Tutor and Head of Department to the camaraderie of colleagues and mentors interested in your career progression. After three years here, I became Head of History; four years later, I've taken on a new challenge as Head of Upper School. Dulwich College is a busy and demanding place to work – but if you want to teach at an institution that values intellectual ambition, personal development, and social mission, a very rewarding one, too.



**Jo Foster**  
Upper School Registrar

I was thrilled to join Dulwich as Upper School Registrar having enjoyed a long and positive connection through my children who were all pupils here. I work alongside a talented, diverse, and dedicated teaching and operational team for whom it is clear that the wellbeing and success of the College's students, as well as its staff, is paramount. The enthusiasm is infectious with opportunities for staff involvement across the College and career progression. My work is varied with each day bringing something new; I could be touring an international student and their family, talking to Year 10 students about joining the College and the bursaries and scholarships available, running entrance examinations, and mentoring one of our EPQ students. Dulwich is a special place to work, and I feel fortunate to be part of a dynamic, busy, and welcoming community where everyone is valued and respected.



**Alice Gardiner**  
Financial Controller

I was attracted to the role of Financial Controller as I considered it to be a great opportunity to transition into a finance-focused position within a supportive, socially conscious, academically minded, and future-focused organisation. I have thoroughly enjoyed settling in – one of the first things that struck me was how friendly and welcoming everyone is. I spent 18 years working for a global professional services firm Ernst & Young (EY). My career at EY covered a diverse range of roles from client delivery for financial services firms to strategic initiatives and latterly as Operations Director for the UK Financial Services Strategy & Transactions team. In addition to my role at the College, I am also the Honorary Treasurer and a Trustee for Home-Start Southwark and a current Dulwich College parent.





## The role

---

### Rowing

Rowing has gone from strength to strength at Dulwich College, and is a very popular sport among our pupils. We are fortunate to have our own modern, fully equipped boathouse on the Thames at Putney, the home of the Dulwich College Boat Club. Pupils also have use of our rowing specific ergo room in the PE Centre where they complete their land training.

This is a split role between Sydenham High School and Dulwich College. We offer Dulwich rowers the opportunity to develop and fulfil their potential on the water, catering for all abilities and aspirations. Whether the boys are interested in rowing at the highest competitive level or simply for pleasure, the DCBC is open to all. Athletes begin learning the discipline in Year 9 and there are rowing courses and training camps, both here and abroad, held during the holidays for boys to help develop their skills.

**85+**

clubs and societies  
representing enthusiasm,  
innovation and diversity

**150+**

visiting speakers at the  
College every year

**200**

pupils at Dulwich have free  
or subsidised places



## Job description

---

### Job title

Head Coach Sydenham & Dulwich College Rowing Coach

### Reporting to

Head of Rowing Dulwich College, Head of Rowing Sydenham High

### Period of employment

Permanent

### Hours of work

Circa 38hrs per week to include early mornings, afternoons, and full days on Saturdays during term time. Evening and weekend work throughout the year may be required to cover rowing events and training camps. The role is split between Sydenham High School (SE26 6BL) and Dulwich College (SE21 7LD) with regular travel between these schools and the boathouse in Putney (SW15 1LB). Tuesday, Friday and Saturday mornings to be spent with Sydenham High School.

### Salary

£34,000 - £37,000 per annum

### Core duties

- Take Lead Coach responsibility for Sydenham athletes, developing individual and crew skills.
- Ensure the safeguarding needs of the Sydenham and Dulwich College rowers.
- Prepare and implement training plans consultation with the Head of Rowing and Lead Partnership Coach at Dulwich College.
- Organise and implement Sydenham land and water sessions for the relevant days ensuring that attendance is accurately registered and communicated.
- Monitor training and produce reports on individual progress at regular intervals.





- Select crews from your group or groups for competition, in consultation with the Head of Rowing and Lead Partnership Coach at Dulwich College.
- Attend Heads, Regattas and Training Camps where appropriate.
- Look after your crews whether training or in competition, ensuring the welfare of the pupils at all times.
- Ensure that students comply with Sydenham and Dulwich College Boathouse expectations of behaviour and dress.
- Comply with the procedure for reporting serious injuries; and the procedure for reporting incidents as laid down by British Rowing.
- Assist the Boathouse Manager and Sydenham Head of Rowing with the repair and maintenance of Sydenham High rowing equipment and other Boat Club related work.
- Carry out coaching duties supporting a lead coach for a variety of groups of Dulwich College rowers as directed by the College Head of Rowing.
- Attend training camps, race days and training days with Dulwich College in agreement with Head of Rowing Sydenham High and Head of Rowing Dulwich College.
- Other occasional duties as may from time to time be required by the Head of Rowing and the Physical Education Department of Sydenham High.

#### Additional duties

- Ensure that all relevant information is communicated to the Head of Rowing, fellow coaches and relevant persons for the communication of results.
- Assist with training of other groups as required.
- Assist with transport of girls to and from the Boathouse and other rowing venues.
- Assist with transport of equipment and boats to and from rowing venues.
- Attend coaching courses and other presentations in line with the principles of continuous professional development.
- Assist when required in the delivery of Games and PE at Sydenham High.



## PERSON SPECIFICATION

### Preferred Qualifications and Experience

- British Rowing coaching award, preferably to UKCC level 2 or equivalent.
- RYA level 2 powerboat license, or equivalent qualification.
- Minimum of two years coaching at a junior level.
- Full clean Driving License, preferably with the ability to drive minibus and/or boat trailers.

### Personal Competences and Qualities

- A flexible approach in terms of work, changes and participation.
- Enthusiasm for sport and a desire to succeed in competition.
- Excellent networking and inter-personal skills.
- Motivated, hardworking and enthusiastic.
- Mature, responsible and able to think and react quickly in an emergency.
- Ability to work unsupervised, independently and as part of a team.

### Preferred Technical Skills (including computer packages, if applicable)

- Competent use of standard computer packages to include Teams, Word, Excel and Outlook





All staff have a responsibility to safeguard and promote the welfare of children. The post holder will undertake the appropriate level of training and is responsible for ensuring that they understand and work with the safeguarding policies of the organisation.

All staff must take care of their own health and safety and that of others, observe applicable safety rules, follow instructions for the safe use of equipment and co-operate with managers on health and safety matters (including the investigation of any incident).

**References:** The appointment is subject to receipt of references satisfactory to the College.

**Police Clearance:** The appointment is subject to police clearance as required by law for the protection of children and to compliance with proof of identity and addresses over the last five years in accordance with the stipulations laid down by the Disclosure and Barring Service.

# Employee Benefits Supporting Our Operations Team

\* Terms & Conditions apply  
\*The benefits offered aren't contractual and may occasionally be updated



## Help to make your money go further

Generous pension contributions  
The College matches contributions up to 10% of salary

Lunches  
Join colleagues for a free lunch at the school cafeteria, or pick up and take-away if you're busy

Eat out at a discount  
Sign up to a TasteCard to receive significant discounts at many high street and local restaurants, as well as coffee and pizza delivery discounts

Retail discounts  
Retail discounts are available through SimplyHealth (automatic membership) and you can sign up to CostCo and TasteCard membership for discounts at CostCo and other high street retailers and major supermarkets

Fee remission  
Receive significant discount on fees at Dulwich College, Alleyns, JAGs and DUCKS (normal admissions process applies)

## A hand with your wellbeing

SimplyHealth Cash Back Scheme  
A scheme that gives cash back to cover some health expenses, including dental, physio, eye exams and prescriptions

Telephone GP Support  
24/7 access to online GP consultations, providing advice, diagnosis, referrals and ongoing support

EAP (Employee Assistance Programme)  
A 24/7 counselling and advice helpline offering guidance on emotional, financial and relationship matters

Membership of our sports club  
Free family membership at Dulwich College Sports club

Eye tests  
Free tests for regular computer users and a contribution to glasses needed as a result of VDU use

Flu vaccinations  
Free seasonal flu vaccinations, delivered on site

## Support for your life outside Dulwich College

Increasing annual leave  
All-year-round roles have 5 working weeks of holiday, rising to 6 weeks after 5 years' service

Enhanced family leave  
To support your family when you welcome a new addition

A new baby perk  
A cash contribution from SimplyHealth when you welcome a new baby to your family

Time off for IVF and assisted conception  
Up to 5 days off to attend key appointments

## Help should the unimaginable happen

Life insurance  
Everybody in one of our pension schemes has life insurance automatically, should the worst happen

Accident insurance  
A policy that pays benefits following an accident resulting in permanent disability or dental damage

## Help with your commute

Bike to work  
A tax efficient way to buy a new bike for your commute

Onsite parking  
If you need to drive to work, you'll find free parking onsite

## A boost to your social life

Social activities  
Social activities run throughout the year ranging from Burns nights to book clubs, from a summer party to staff quizzes

Free entry to Dulwich Picture Gallery  
Show your staff pass for free entry to the Picture Gallery

Discount at Dulwich Golf Club  
Show your staff pass to receive the discounted 'Member's guest' rate

Discounts for private functions  
Significant discounts for events are available (dependent on availability)





# Application Procedure

---

To apply for this role please visit our [vacancies page](#)

## Closing date

Sunday 11 January 2026

## Interview date

Week commencing 12 January 2026

## Start date

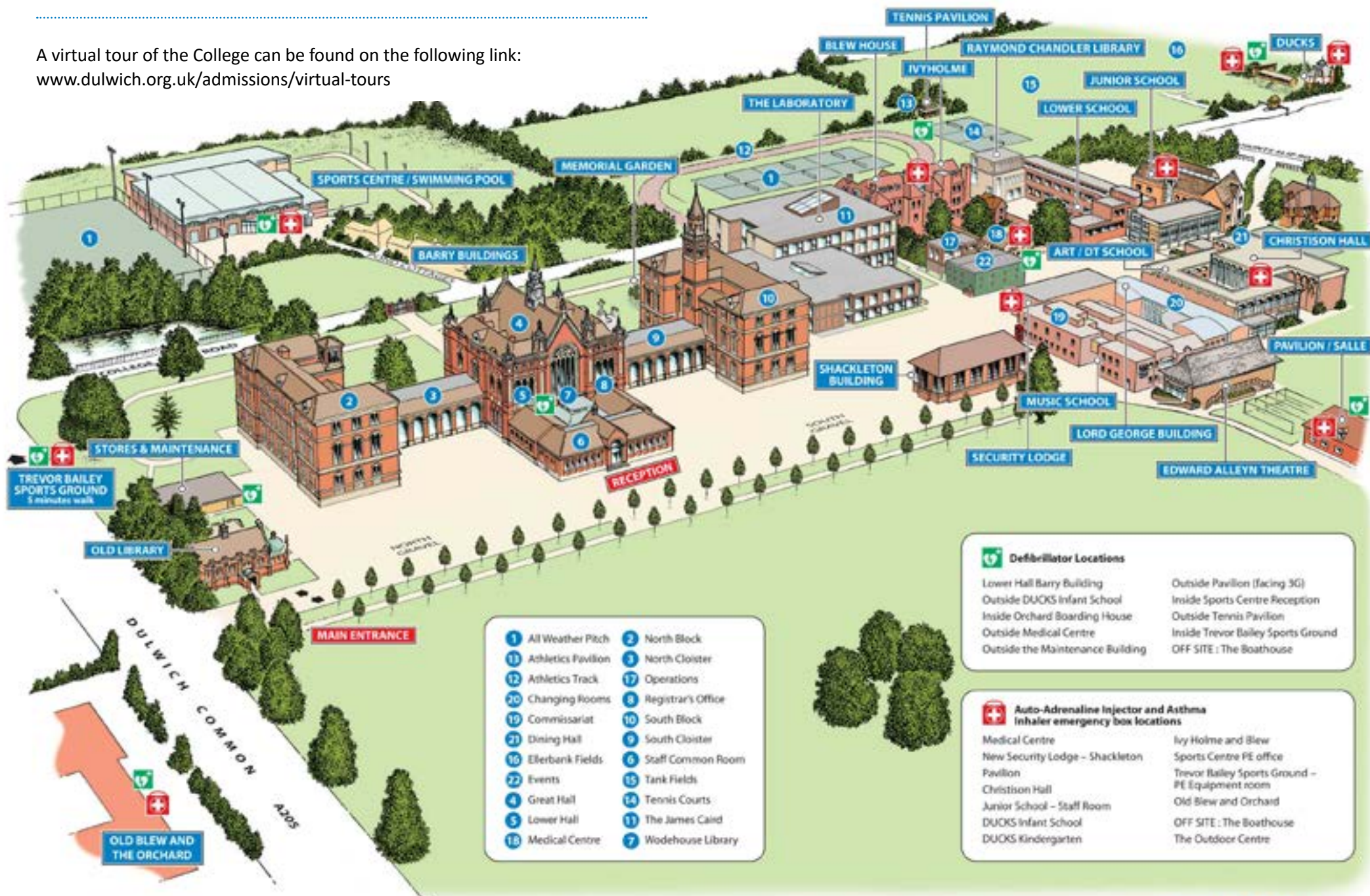
January 2026

We are committed to safeguarding and promoting the welfare of children. This is the responsibility of the whole College community. We all remain vigilant about safeguarding at the College and we never think that child abuse could not happen here or to our pupils. A DBS Disclosure is required to Enhanced level. The DBS Code of Practice and the Standard and Enhanced DBS Privacy Policy can be found on our website. Charity 1150064



# Campus map

A virtual tour of the College can be found on the following link:  
[www.dulwich.org.uk/admissions/virtual-tours](http://www.dulwich.org.uk/admissions/virtual-tours)







DULWICH COLLEGE  
Dulwich Common, London, SE21 7LD  
Telephone: 020 8693 3601  
Email: [info@dulwich.org.uk](mailto:info@dulwich.org.uk)  
Web: [www.dulwich.org.uk](http://www.dulwich.org.uk)

