



HARROW  
SCHOOL

Appointment of  
**DIRECTOR OF SPORT**

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April 2026  
(or September 2026 for the right candidate)



# APPOINTMENT OF DIRECTOR OF SPORT

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The School seeks to appoint a full-time Director of Sport for April 2026 (or September 2026 for the right candidate). This post comes with a generous package including the following:

- Rent-free accommodation provided on the Hill;
- Health cover provided free of charge for you and at a reduced rate for any members of your immediate family that you may wish to add;
- Access to a generous education fund for any children you may have.

## BACKGROUND

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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. Around 830 boys aged 13 to 18, from all over Britain and across the world, live in the School's 12 boarding houses. There are about 120 academic staff and over 500 support staff.



The academic curriculum for the first year (Year 9), which we call the Shell, is a foundation course in which boys study a range of subjects, including a choice of two languages. In the second and third years, Remove (Year 10) and Fifth Form (Year 11), boys study ten subjects to (I)GCSE. All boys are expected to take at least four subjects in the Lower Sixth, and to engage with the School's Elective programme over the course of the year. In the Upper Sixth, they carry on with three or four subjects to A level. All Sixth Form boys work towards the Harrow Diploma in recognition of their commitment to the Super-Curriculum. Lessons are taught in the mornings Monday to Saturday, and in the afternoons of Monday, Wednesday and Friday.

Our Super-Curriculum encapsulates all those activities that foster academic endeavour beyond the measurable outcomes of examination results. It includes (but is not limited to) wide and habitual reading, extended project work, debate, public speaking, research, competitions, lectures, study trips and our Electives programme - off-piste courses that capitalise on our teachers' academic passions and are taught at Sixth Form through university-style seminars.

We have 12 boarding houses, each of which has a unique character and its own gardens and facilities. Each house accommodates on average 67 boys. Pastoral care is delivered by the House Master, Assistant House Master and Matron (all resident), as well as the year-group tutors and Health Education Tutors. Our Chaplaincy, full-time Psychologist and Pastoral Support Committee provide further layers of support.

Boys and teaching staff gather in Speech Room once a week. This is an important time for reflection, keeping abreast of news and events, and celebrating achievements. Harrow has a Christian foundation and ethos, meaning that Chapel also plays a significant part in our daily life. We have three Christian Chaplains (two Anglican and one Roman Catholic), as well as a Muslim and Jewish Chaplain. The majority of boys attend services twice each week. Boys of all faiths are welcome at services, where together we worship and contemplate important issues.

Harrow has a breadth of sporting opportunities to suit each boy's interests and ability. An extensive games programme includes approximately 30 sports. We hold afternoon games four times a week, as well as sporting fixtures against other schools and regular inter-house competitions. Our elite sportsmen have an impressive record and some go on to enjoy professional sporting careers. Our provision for the lower teams includes expert coaching.

A number of parents send their sons to Harrow because of our strong Music department. We aim to raise the best musicians to a very high level of skill, while involving every boy in enjoyable musical activity. Over half of our pupils learn an instrument and most of these are involved in ensemble work too, putting on more than 80 performances each year.

Harrow has a national reputation for drama. As well as teaching boys at every level in the School, the Drama and Theatre department stages a diverse season of School, house and boy-led productions each year in the state-of-the-art Ryan Theatre.





The Art Schools and Churchill Schools provide a rich education in Art and in Design Technology & Engineering. We offer specific tuition in painting, sculpture, photography and art history.

All boys are encouraged to join our many clubs and societies. Some are organised by academic departments or are related to games and sports; others are less easy to classify, such as the Debating Society, the Law Society and the Conservation group. Our close proximity to London means that we regularly attract excellent speakers. *The Harrovian* is the School magazine; edited by boys, it began life well over a century ago and appears every week during term time. Boys also help to run the School Farm. The Harrow Rifle Corps is one of the largest combined cadet forces in a school in the country and it has a proud record of preparing boys for scholarships in the armed services. We offer

The Duke of Edinburgh's Award programme at all levels, with around 170 boys taking part annually. Shaftesbury Enterprise encompasses all Harrow's philanthropic, charitable, outreach and partnership work, with the service work of the boys making up an important part. Through this initiative, all boys engage purposefully and genuinely with the local community. Harrovians give a great deal through Shaftesbury Enterprise, but they also receive plenty in return. It is not uncommon for boys to feel that their commitment to Shaftesbury Enterprise is one of the most valuable that they make at School.

Culturally, Harrow's way of life is steeped in tradition. From playing Harrow football and carving new boys' names on boards in the boarding houses, to singing Harrow Songs, wearing the straw hat and using our distinctive terminology, these customs have developed over centuries. They continue to pervade our community on the **Hill** and to bind us together in support and fellowship.

Harrow School is part of a much larger family, which is made up of John Lyon's Foundation, the four Harrow International Schools, and the Harrow Club (a centre for sport and education for young people in Notting Dale that the Foundation helped to establish). John Lyon's Foundation is made up of a Charter Corporation comprising Harrow School, John Lyon School (a nearby day co-educational school) and John Lyon's Charity (a grant-giving charity that gives over £10 million a year to schools and other organisations in the boroughs of north-west London).

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## THE TEACHING STAFF

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We have a very friendly and increasingly diverse teaching staff, and a growing proportion are women. Some joined Harrow straight from university, others after taking a PGCE. Some have taught in an independent school before, others have not. What all of our teachers have in common is an enthusiasm for their subject and a willingness to be involved in the life of a boys' full-boarding school.

As the School has a duty to supervise pupils around the clock during term time, our teachers' responsibilities include caring for the boys at irregular times outside normal teaching hours. To facilitate this, and so that they can better perform their duties, teachers at Harrow are required to live in a house or flat allocated by the School. We maintain these properties free of rent and charges for teachers, and also pay for their water and council tax.

Harrow on the Hill is only 30 minutes from central London on the London Underground Metropolitan line but it has a rural feel; the streets resemble a village, and it is surrounded by woods and playing fields. It is a good place to bring up a young family - there are many children on the Hill and some excellent local schools.

The School has its own salary scale, with generous additional benefits including private medical insurance. Teachers are eligible for an allowance towards the cost of educating their children and can educate their sons at Harrow at a reduced rate. Bursaries are also available at John Lyon.



# STRATEGY AND VALUES

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In the current phase in Harrow School's development, we are focusing on five key areas of strategy:

**Scholarship** - encouraging intellectual curiosity, independent thought and effective learning habits.

**Opportunity** - ensuring boys perform to their potential, thereby increasing their educational and career opportunities.

**Character** - developing and maturing the individual, enabling boys to uncover the talents, skills and values to be of good influence beyond Harrow.

**People** - admitting boys who will thrive and contribute at Harrow, and recruiting and nurturing staff who facilitate excellence.

**Operations** - providing environments, infrastructure and functions that set us apart.

The School seeks to appoint staff who live and work in accordance with our stated Values. These are **Courage, Honour, Humility** and **Fellowship**.





## SPORT AT HARROW

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At Harrow, we make sport fun for our boys and encourage their active and enthusiastic participation, at the same time producing highly motivated sportsmen who are good role models. As a consequence, sport is thriving at the School and we have an international reputation as a centre of sporting excellence. Many Harrovians go on to enjoy professional careers in sport.

Harrow has a very long and illustrious sporting heritage, and we are proud of our continuing success at first-team level. We are equally proud that all boys have the opportunity to represent the School at whatever level suits them. With afternoon games four times a week (Tuesday, Thursday, Friday and Saturday), a choice of 28 different sports, and regular inter-school and inter-House matches, they are kept healthy and active. Many boys play several sports, and we encourage this: breadth of experience is preferable to specialisation at schoolboy level.

Surrounded by acres of sports fields, floodlit AstroTurf pitches (one for hockey and tennis, the other for football and full-contact rugby), a golf course, a swimming pool, a sports centre, an athletics track, and numerous tennis, rackets and fives courts, we offer a breadth of sporting opportunities to match every interest and ability. Our Sports Centre contains a sports hall, a 25m swimming pool, a climbing wall, a fitness studio, a performance gym and meeting rooms.

Over 70 members of teaching staff, 25 Masters-in-Charge (MiC) of Sports and more than 60 professional coaches deliver our broad and diverse games programme. In addition to this we employ a Rugby Professional, Soccer Professional and a Cricket Professional. We offer a different main team game in each term and play a variety of other sports appropriate to the time of year. Our major sports are rugby union, football and cricket, but we are increasingly strong at athletics, swimming, tennis and squash. Fixtures take place mainly on Saturday afternoons, and our extensive and hotly contested inter-House sports programme engages boys in all 12 Houses in varied competitions. Unique occasions like the annual cricket match against Eton at Lord's provide memorable highlights in our sporting calendar.

There is a timetabled Physical Education programme for Shell boys, which runs alongside the formal games programme for all boys. Boys are also able to choose Sports Science at A level and Physical Education at GCSE, for which the uptake is particularly healthy.

The School's sport society, the Butler Society, invites notable sportspeople and people involved in all different aspects of sport to speak at Harrow. The focus is on understanding sporting success as a product of a whole team's contribution - both on and off the field. The society is entirely boy-led and its meetings are extremely well attended. A wide range of Electives related to sport is offered to boys in the Super-Curriculum.

# THE JOB

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## PURPOSE

We require a well-qualified Director of Sport to be responsible for:

- the leadership, management, development and coaching of sport at Harrow;
- the integration of sport into our academic and wider co-curricular programme;
- promoting wide participation in and a lifelong love of sport among our boys; and
- helping those with high sporting potential to achieve excellence.

The successful applicant must also be keen to contribute to the wider life of the School in a full-boarding environment.

Support and training to achieve Qualified Teacher Status can be offered if required. We occasionally appoint teachers with outstanding qualities and a good degree who do not have a formal teaching qualification.

## MANAGEMENT STRUCTURE

The Director of Sport is line managed by the Director of Co-curriculum (and is accountable through the Director of Co-curriculum to the Deputy Head Master and Head Master). The Director of Sport will also liaise closely with the Director of Studies in order to integrate the sports programme with the academic programme at the School.



# RESPONSIBILITIES

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## LEADERSHIP AND DEVELOPMENT

- Direct the School's sporting strategy to optimise the quality of sports provision at Harrow;
- Promote high standards of performance and participation in all School sports;
- Ensure that boys, staff, parents, prospective pupils and all other contributing parties understand the School's Coaching Philosophy and Vision for Sport;
- In doing the above, help Harrovians to acquire attitudes, skills and knowledge that will help them to make a positive contribution to society, including by promoting the School's Values through the sports programme;
- Encourage the sharing of best practice across all sports.
- Monitor and evaluate the standard and delivery of sport, and the quality of coaching at Harrow, and report on this to the Director of Co-curriculum, Deputy Head Master and the Head Master;
- Regularly monitor and encourage the development of boys with sports scholarships and, with the Director of Co-curriculum, develop and guide the role of The Philathletic Club (for elite sportsmen);
- Arrange and promote sports tours and festivals, and host events and competitions that make the most of the School's sporting facilities and create a programme attractive to boys;
- Play a role in the appointment of teaching staff as and when required, taking into account their possible contribution to the games programme;
- Keep the Head Master, Deputy Head Master, Director of Co-curriculum and Director of Studies informed of national initiatives in sport with potential impact on Harrow, and advise them on the future development of sport at the School; and
- Support the Head of Academic PE with the regular review of the departmental development plan, and regularly review and develop the 'A Philosophy for Sport at Harrow' document.

## MANAGEMENT AND ADMINISTRATION

- Oversee all external fixtures, in liaison with the Sports and Activities Co-ordinator, the MiC of each sport and the Transport Manager, ensuring a suitable balance in the number of fixtures and standard of opposition;
- Co-ordinate the activities of sports coaches on a day-to-day basis, and run regular, recorded meetings of the 'Informal' Games Committee, which feeds into the formal Games Committee chaired by the Deputy Head Master;
- At the start of each year, agree with the Director of Co-curriculum and Deputy Head Master the availability and deployment of staff to School teams and sporting activities;
- Line-manage the Sports and Activities Co-ordinator, the team of Athletic Development Coaches, the Soccer Professional, the Rugby Professional, and the Director of Cricket;
- Manage and regularly liaise with the MiCs;
- Review the work of the MiCs and specialist sports coaches annually;
- Advise on the appointment of external coaches and interview potential candidates;
- Ensure that appropriate guidance and training are available for staff and sports coaches;

- Ensure that staff are monitoring and reporting on boys' sporting progress and attendance through SOCS (School Online Communication System - [www.misocs.com](http://www.misocs.com)) and end-of-term activities reports;
- Oversee the smooth running of activities in the Sports Centre and appropriate maintenance of the facilities, in collaboration with the Sports Centre Manager;
- Liaise with the Bursar, Director of Premises, Head of Grounds and Sports Centre Manager on the upkeep of the games fields and sports facilities, ensuring high standards;
- Manage the School sports kit suppliers (Nike) in collaboration with the Director of Co-curriculum, Deputy Head Master, Communications team and School outfitters;
- Manage an annual stock check and inventory of sporting equipment; and
- Be accountable to the Director of Co-curriculum and the Bursar for the sport budget and ensure that financial targets are met.

## TEACHING

- Teach academic PE and Sports Science to GCSE and A-level.

## COMMUNICATION AND OUTREACH

- Liaise with House Masters, the Director of Co-curriculum and the Deputy Head Master on House sports activities and competitions;
- Ensure that sporting events are published in the calendar, and updated on SOCS and the sports website;
- Supply sports news for internal and external communication, including Speech Room, *The Harrovian*, the *Harrow Record* and the School website, and encourage others to do the same;
- Maintain and build links with relevant external organisations, such as sports clubs, universities and national governing bodies;
- Foster links with prep, primary and secondary schools by, for example, hosting events, visiting schools and coaching CPD workshops;
- Liaise with the Director of Operations, Head of Facilities and Chief Operating Officer HSEL over potential lettings of benefit to the School (eg to the RFU, Middlesex Cricket and international sports teams);
- Liaise with and support the Director of Shaftesbury Enterprise in sports outreach and work of a sporting nature with partnership schools; and
- Liaise with and support the Social Media Coordinator for Sports to ensure an appropriate online presence.

## HEALTH AND SAFETY

- Ensure that risk assessments for each sport are up to date and that health and safety issues are properly managed, in line with current legislation and School policy;
- Liaise with the Director of Pastoral Care, the Director of Co-curriculum, and the Medical Centre (including Sports Doctor) to ensure that the appropriate level of medical and first aid support is available on match days; and
- Assist in the implementation of an injury management strategy, aimed at minimising the time that boys spend off sport and at helping them with their recuperation.

# PERSON SPECIFICATION

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All members of staff are expected to conduct themselves in line with the School's values: **Courage, Honour, Humility** and **Fellowship**.

The successful applicant for this role will demonstrate the following:

## PROFESSIONAL QUALIFICATIONS AND ATTRIBUTES

- Strong subject knowledge (in academic PE and Sports Science);
- Enthusiasm for the subject;
- A passion for sport;
- High expectations of pupils;
- Personal skills necessary to guide, motivate and support both pupils and staff;
- Strong inter-personal and communication skills;
- Ability to forge effective relationships with external organisations and professionals in support of sport at Harrow;
- A creative mind;
- Ability to think on a whole-school scale and across the full spectrum of sports;
- Excellent administrative abilities, especially efficiency and good organisation;
- The ability and willingness to delegate;
- Impressive qualifications, including a good degree;
- Resonance with Harrow School's ethos; and
- An understanding of the full-boarding environment.

## PERSONAL ATTRIBUTES

- Stamina and resilience;
- Tact and discretion; and
- Integrity.



# HOW TO APPLY

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Application packs can be downloaded from [www.harrowschool.org.uk/Work-at-Harrow](http://www.harrowschool.org.uk/Work-at-Harrow), under 'Teaching Vacancies'.

Please send a letter of application, CV and a completed application form to the Head Master, Mr Alastair Land, either by post (c/o Harrow School, 1 High Street, Harrow on the Hill, Middlesex HA1 3HT) or by email to his Executive PA, Ms Christine Ryan ([ryanacs@harrowschool.org.uk](mailto:ryanacs@harrowschool.org.uk)), by

**Friday 17 October 2025.**

## SHORT-LISTING PROCEDURE

Only those best fulfilling the job and person specification will be shortlisted.

## INTERVIEW PROCEDURE

In addition to teaching a lesson and running a training session in one of the sports you offer, you will be interviewed by the Head Master, the Deputy Head Master, the Director of Co-curriculum, the Director of Studies, and the Head(s) of Subject in the department(s) in which you might teach. You will be required to undertake an in-tray exercise during the interview process. You will also meet more informally with:

- the MiCs of the School's major sports;
- members of the department(s) in which you might teach;
- some boys in the School currently involved in sport at a high level;
- a representative group of House Masters; and
- other members of the Senior Management Team.

The selection process and interview questions will relate to the details given in this job description, in particular 'The School', 'The Job' and 'Person Specification'. You will be asked to explain any discrepancies or anomalies in the information you have provided either on the application form or in your covering letter, as well as any issues arising from references, which we will take up in advance of your interview.

## SAMPLE LESSON AND COACHING SESSION

When we observe your coaching and your teaching, we will be looking, in particular, for the first five attributes outlined in the 'Person Specification' above. Do not try to cover too much in the sample lesson, and do not lecture excessively. Ask the pupils to do something other than just listen, for example to make notes, or to do an exercise or activity. The same principles apply in the observed coaching session.



# SAFEGUARDING AND CHILD PROTECTION

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Harrow School is committed to safeguarding, protecting and promoting the welfare of children and you must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. At interview, we will ask questions about child protection procedures and your suitability to work with children. All teachers at Harrow must comply with our Child Protection Policy Statement, which can be found on our website, [www.harrowschool.org.uk](http://www.harrowschool.org.uk).

The position is subject to an enhanced DBS check.

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 *Privacy Notice for Job Applicants* are available on the School's website, alongside the candidate pack.

Harrow School is an equal opportunities employer.

