

A photograph of a person with short brown hair, wearing a dark blue t-shirt and dark blue pants, climbing a rock wall. The wall is made of light-colored wood and is covered with numerous colorful climbing holds (yellow, white, black, red, and blue). The person is reaching up with their right hand to grab a white hold. The background is a solid red color.

Candidate information for

Director of Outdoor Education and Activities

November 2025

Hurst



“Pupils of all ages
appear happy, healthy
and active and they
are very positive about
their school.”

Independent Schools Inspectorate

Hello + Welcome



Welcome from the Head of College

Hurst is a wonderful place to work and to live. We have a clear sense of our educational values, which underpin our vision for the future. Our mission and purpose as staff is based on a wholehearted commitment to ensuring that every pupil experiences an outstanding all-round education. Through this educational experience we seek to prepare the children in our care for life beyond Hurst.

Our educational philosophy is about far more than just exam grades; a Hurst education is genuinely holistic and rounded. We believe that pupils develop through a full-on engagement with every aspect of school life, whether in the classroom, in boarding and day Houses, or in sports teams, choirs, orchestras, casts, activity sessions, DofE groups and so much more. As such we seek to recruit staff who not only buy into this culture, but who will actively support and coach the pupils in these areas, as well as be role models for the Hurst values in the way that they lead their own lives.

In the same way that we care about the personal development of every single pupil, we also care about the development—personal as well as

professional—of every member of staff. This requires a significant degree of commitment, and it comes with huge rewards for those who embrace the challenge. Our 'Teach Hurst' and 'Lead Hurst' programmes are proof of our commitment to our staff, and offer a unique and exciting way to develop a career in teaching. If you have got the potential and the willingness to work hard to fulfil it, then we will provide you with the training, the support and the opportunities to help you get there. You will not be the first to walk down that path, and you certainly won't be the last.

Before you even reach for the application form, I hope that you get a strong sense that being a member of the Hurst community is very much a way of life—not just for the pupils who attend Hurst, but also for the talented, inspirational and dedicated staff who work here. It's more than just a job. It's a vocation. If that appeals to you, then we would love to hear from you and I look forward to meeting you here at Hurst.

Dominic Mott

An Introduction to the College

Hurstpierpoint College is one of the country's leading HMC co-educational schools and has a reputation for ensuring that every pupil experiences an outstanding all-round education that prepares them for life.

The College comprises a Sixth Form, Senior School, Senior Prep and Junior Prep with 1,300 pupils in total. Over half the pupils in the Senior School are boarders (weekly or flexi). Hurst is a significant medium-sized enterprise in Mid Sussex with around 480 employees and an annual turnover of £35 million.

What particularly strikes visitors to the College is the vibrant dynamic of our community. Situated within a 100-acre campus, surrounded by beautiful countryside, Hurst lies on the border of the South Downs National Park, close to the village of Hurstpierpoint in West Sussex.

This superb location is also just 20 minutes from the city and beaches of Brighton and Hove, whilst London train stations can be reached from Hassocks or Haywards Heath in under an hour.

The central campus is thoughtfully laid out and planned with zones for the Academic, Co-Curricular and Pastoral

areas of school life. These all lie at the centre of a superbly equipped broader campus.

Hurst has an excellent academic track record and the vast majority of pupils go on to Russell Group universities including Oxford, Cambridge, and various London Universities, as well as large numbers to Exeter, Bristol and Durham.

Founded in 1849 by Nathaniel Woodard, Hurst is a Church of England College. The Christian ethos underpins College life but we are a diverse community; we welcome those of other faiths, or no faith, and pursue an inclusive approach in all that we do.

The College is a co-sponsor, together with the Diocese of Chichester, of the Hurst Education Trust, a local multi academy trust. The Trust currently has nine local primary schools, and continues to grow.



Superb facilities

The College has invested heavily in campus developments, including substantial new academic and sports facilities, in addition to an extensive programme of day and boarding house refurbishments.

Major developments have included the New Bury Theatre which opened in 2018, Pelican House in 2020, two new science laboratories in 2021, a complete overhaul of the College's catering facilities—completed in 2022—and an extension to Eagle House and refurbishment of Woodard House in 2023.

The College's new swimming pool opened this term, in September 2025.

Future planned developments include upgrading our boarding house facilities, alongside the continued programme of refurbishing the College's existing facilities.



Director of Outdoor Education and Activities (DOE&A)

Responsible to: Deputy Head Co-Curricular (DHCC)

Responsible for: Assistant Director of Outdoor Education, Outdoor Education Instructor (Prep School Lead) and Head of Equestrian

Salary: Highly competitive salary and benefits

The Director of Outdoor Education and Activities is responsible for shaping and executing the strategic vision of the department, ensuring the delivery of a dynamic, safe, and enriching programme. They will oversee daily operations, scheduling, and compliance with health and safety standards across a wide range of activities, including skiing, climbing, water sports and the Duke of Edinburgh Award. They will ensure all staff are appropriately trained and qualified, manage departmental budgets, and make sure equipment and facilities are maintained to the highest standards. They will play a key role in fostering student leadership, wellbeing, and engagement through co-curricular initiatives, while collaborating with internal and external stakeholders to enhance opportunities. The role also includes supporting the DHCC as a secondary EVC and contributing to the College's wider community through events and promotional activities.





Principle Duties and Responsibilities

Set and oversee the vision and long-term needs of the Outdoor Education Department and Activities at Hurst, taking responsibility for the execution of the strategic development plan for these areas.

Oversee the daily operations of all activities within this area, ensuring they operate safely and smoothly.

Oversee and manage the scheduling of activities, events (e.g. Shell/Year 9 Induction and Lower Sixth bonding Day) and competitions (e.g. skiing and climbing) and ensure appropriate allocation of staffing and resources linked to these activities.

Ensure all activities are delivered in compliance with health and safety regulations (risk assessments and SOPs) and meet with the required standards of Paddle UK, PADI, BASI, ML, Archery UK, RYA, British Cycling and any other relevant governing bodies.

Ensure all risk assessments and SOPs are regularly reviewed and updated, and all relevant staff have a working knowledge of these documents.

Ensure all facilities and equipment are in good working order and ready for use by upholding scheduled safety and maintenance checks.

Provide technical guidance on all aspects of Outdoor Education.

Ensure the staff qualification matrix is regularly updated, and that all staff are informed of any training requirements or Continuing Professional Development (CPD) needs. Additionally, verify that all National Governing Body (NGB) qualifications remain current and valid.

Take responsibility for the planning and timely delivery of ongoing staff training to support professional development and to effectively meet the operational and educational requirements of the Outdoor Education and Duke of Edinburgh Award programmes.

Take responsibility for the management, administration and delivery of all aspects (assemblies, expeditions, Remove Tuesday afternoons) of the Duke of Edinburgh Award programme, with the support of additional staff as required.

Take responsibility for the planning and smooth running of the Remove Duke of Edinburgh Award Training Expedition.

Be involved in the delivery of the Duke of Edinburgh Award expeditions at silver and gold levels.

Contribute actively to the practical delivery of the OED programme, in alignment with departmental requirements.

Plan and manage all budgets and spending relating to the Outdoor Education Department and associated activities.

Work alongside the DHCC and relevant Co-curricular Directors to ensure a quality pupil experience across all areas, resolving clashes in consultation with the DHCC as required.

Work alongside the Chaplain to ensure the quality of all Hurst Education Trust (HET), Tuesday Service Afternoon and additional Community Service activities. Where possible ensure pupil involvement in these activities meets the requirements set out in the Duke of Edinburgh Award framework.

Raise and uphold the profile of the department within the wider College, working to foster links with external bodies that will enhance the range of activities and opportunities for pupils.

Liaise with the wider staff body to support overall pupil wellbeing and promote healthy engagement with activities beyond the classroom.

Actively promote and support pupil led initiatives and projects that seek to develop leadership, creativity, and life skills.

Contribute to the promotion of the College on Open Mornings and other key occasions as required.



Key Qualities

The successful candidate will have:

Qualifications – Essential

Prior experience working in the Outdoor Industry and strong evidence of continuous professional development

Prior experience working with young people in an educational setting

Prior experience running the Duke of Edinburgh Award (Silver and Gold)

Mountain Leader Award or Hill and Moorland Leader Award (with a view to gain SMLA)

Duke of Edinburgh Supervisor and Assessor

Full clean driving licence (ideally D1 or PCV)

Qualifications – Desirable

Additional Outdoor Qualifications (Mountain Bike Leader Level 2, Snowsport Leader, BASI Level 2, CASI Level 2, PADI, Archery Instructor, Sailing Instructor, BCU paddling qualifications, Forest School Leader)

Rock Climbing Instructor/Single Pitch Award/ Climbing Wall Development Instructor

Knowledge and Understanding – Essential

A strong understanding of the latest Health and Safety regulations, including the requirements of the relevant NGBs and external bodies

A working knowledge and understanding in the delivery of outdoor activities to young people

Have a comprehensive working knowledge and understanding of the Duke of Edinburgh Award

Skills and Competencies – Essential

Able to demonstrate high level of personal drive, vigour and ambition to achieve challenging targets

Be supportive of the co-curricular curriculum as a key component in building students' self-esteem, school ethos and academic excellence

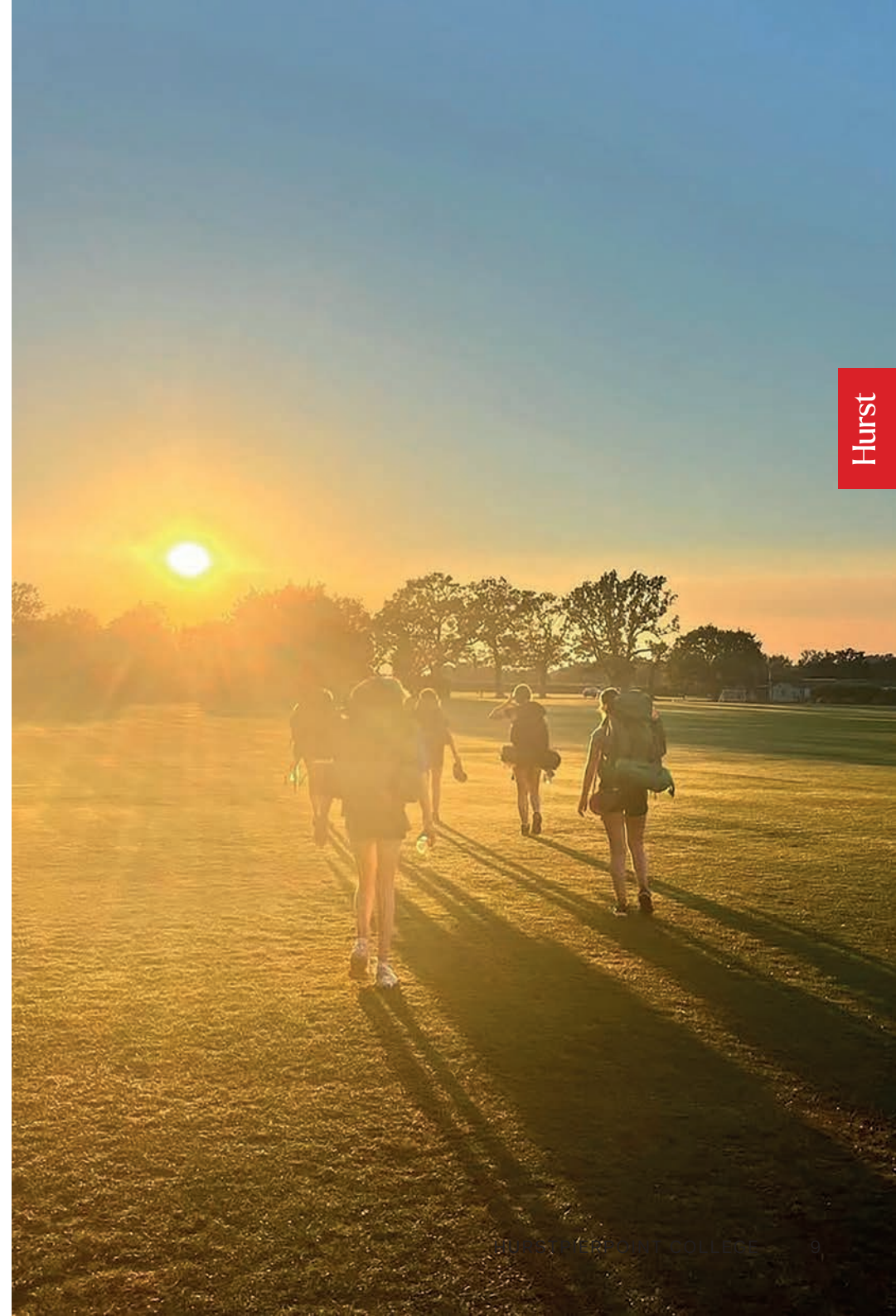
Ability to prioritise effectively, solve problems, remain flexible and conduct dynamic risk assessments within an outdoor setting

Meticulous organisation skills

Possess excellent written and oral communication skills

Able to plan strategically and delegate effectively

Able to work as part of a team



Your Benefits



Membership of the College's contributory pension scheme with The Pensions Trust. The College will double the employee's pension contribution up to 7.5% (i.e. the maximum total contributions will be 22.5%).

Free dining and refreshment facilities during term time.

Extensive professional development programmes, together with career opportunities across the College and Hurst Education Trust.

Free use of extensive sports and leisure facilities.

Comprehensive health and wellbeing offering including an on-site mind clinic, wellbeing MOTs, Employee Assistance Programme and Chaplaincy.

Contributory BUPA Health Insurance.

Electric Vehicle Scheme.

Cycle to work scheme.

Social calendar of events.

Free on-site parking.

How to Apply



The application process

Please visit hppc.co.uk/about-us/careers-at-hurst to submit your application.

For an initial informal conversation about this role, please contact Victoria Foster, Talent Acquisition Manager at Hurst, on 01273 836562

Information



Further information

For further information please see our website at hppc.co.uk/about-us/careers-at-hurst

Terms and conditions

The salary will be competitive and reflect the importance of the role as well as the experience and qualifications of the successful candidate.

Applications will be considered as they are received.

Safeguarding and equal opportunities

Hurst is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to an enhanced DBS disclosure, the receipt of satisfactory references, the College's pre-employment medical questionnaire, relevant original ID documentation and examination certificates. The College understands that a robust, fair and transparent recruitment and selection policy plays a central role in achieving this aim. Our full equal opportunities policy is available in the Policy Documents section of our website.
