



Candidate information for

Assistant Director of Sport – Boys

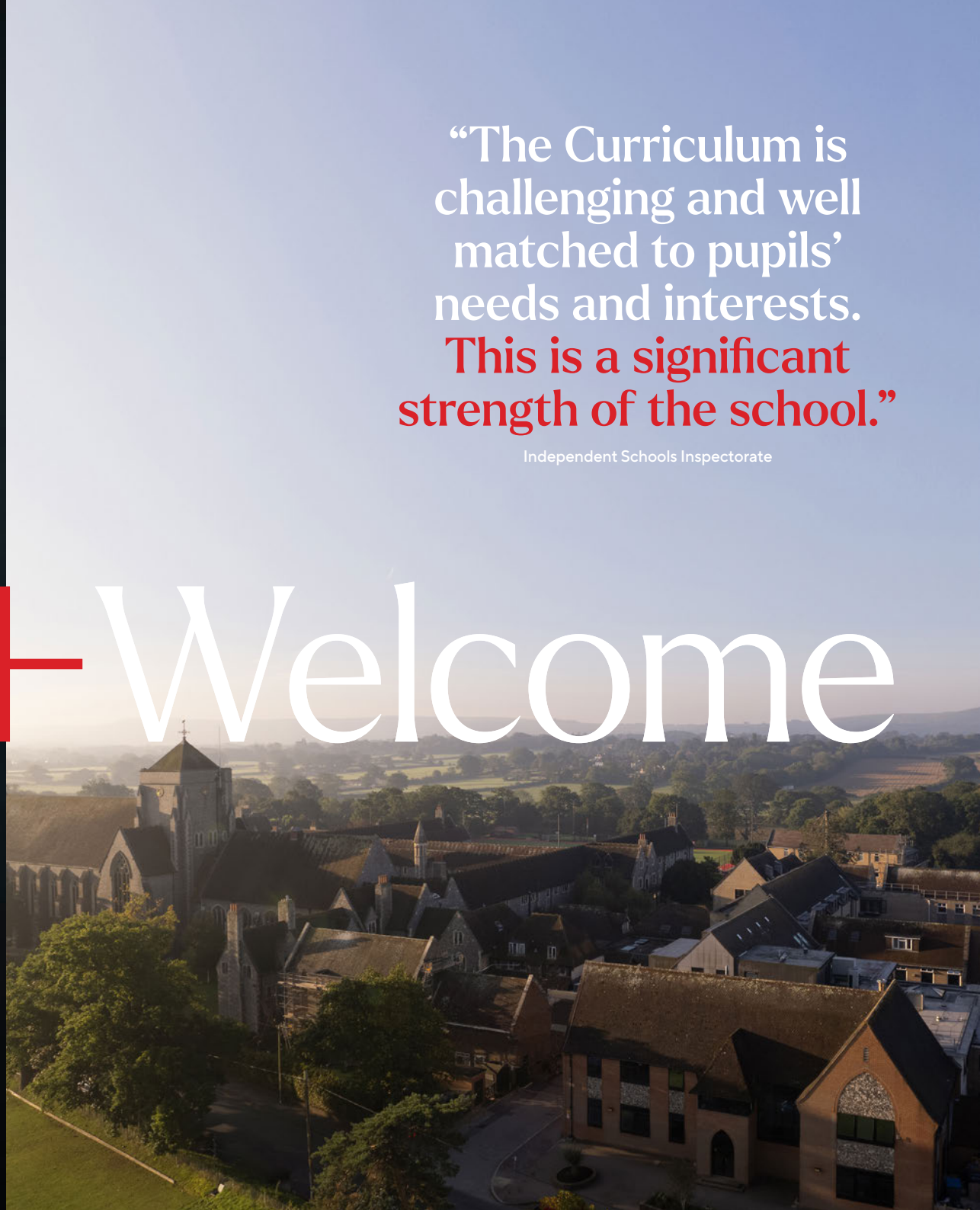
Hurst



“The Curriculum is
challenging and well
matched to pupils’
needs and interests.
**This is a significant
strength of the 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, although we envisage that it will grow over time.

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, Pelican House, two new science laboratories, a complete overhaul of the College's catering facilities, an extension to Eagle House, and a refurbishment of Woodard House.

Hurst has recently unveiled a brand new swimming pool complex, featuring integrated classrooms, which officially opened in September 2025. Looking ahead, the College is set to enhance its boarding house amenities and will continue its ongoing refurbishment programme across existing facilities.





Assistant Director of Sport – Boys

Reporting to: Director of Sport

Salary: Highly competitive salary and benefits

The bedrock of our sporting provision is pupil engagement, and a programme that caters for all our students in terms of performance and participation. Our 'no-one on the bench' mantra really does encapsulate our ethos. Central to this programme is the ambition to provide every student with a sporting diet which engages them in an enjoyable, challenging, and meaningful way, be that traditional team sport, more individual sports, or a whole host of outdoor pursuits. The overarching aim is to encourage the students to develop a lifelong love of sport and physical activity with a view to adopting a healthy, active lifestyle.

Hurst has established an enviable reputation for the quality, breadth, and inclusivity of its sporting provision. We are blessed with passionate, committed and highly talented staff who help to deliver our 'sporting achievement for all' policy, which pays equal attention to students of all abilities.

Hurst has a superb 100-acre campus and an impressive range of sporting facilities which includes three AstroTurf pitches, expanded netball/tennis facilities, and a large bank of artificial cricket nets, which were recently installed. Continued improvements to our sporting provision all serve to demonstrate a genuine commitment to sport at the College.

Key Qualities

The Assistant Director of Sport (ADoS) will play a vital role in providing opportunities for Development and Performance across the full 4-18 sporting pathway at Hurstpierpoint College. While the primary emphasis is on Boys' Sport, the successful candidate will engage collaboratively with the entire Sport department to ensure all students access high-quality sporting experiences at every level.

Driving Standards and Supporting the Hurst Ethos

The Assistant Director of Sport will play a key role in driving high standards across all areas of Sport and PE. They will actively support the Hurst Purpose and uphold the College's Core Values of Respect, Resilience, and Responsibility. In their daily practice, they will model and promote the Hurst Core Behaviours: Work Hard, Do Good, and Engage. This ethos should be reflected in their interactions with students, staff, and parents, and embedded in the delivery of sport and physical education throughout the 4-18 pathway.

In consultation with the Director of Sport, the ADoS will contribute to the strategic development of Hurst Sport and be a key member of the Hurst Sport Leadership Group, which includes:

- Director of Sport
- Assistant Director of Sport (Development and Performance – Girls)

They will also collaborate closely with the Head of PE and Heads of Sport to:

- Ensure both Sport and PE are supporting all students to reach their potential inside and outside of the classroom
- Maintain the highest standards in PE Practical Moderation



Hurst Sport Team Aims

- To maintain and build upon Hurst's strong tradition of sporting excellence and development, positioning the College as a leading co-educational school for sport in the South.
- To be recognised nationally for our approach to athlete and coach development, and performance.
- To nurture personal qualities and attitudes that help each student discover and develop their potential, in an environment where sport for all and elite sport co- exist.
- To develop adaptable learners who thrive in the evolving landscape of modern sport and life, achieving their personal best through diverse sporting pathways.

Roles and Responsibilities

Strategic

- Support the development of teaching and coaching across games, inter-house sport, activities, College teams, and the scholarship programme (4-18 pathway).
- Collaborate with the Head of PE and Heads of Sport to ensure both Sport and PE are supporting all students to reach their potential inside and outside of the classroom.
- Work with the Head of PE and Heads of Sport to ensure PE Practical Moderation is delivered to the highest standards.
- Assist the Director of Sport in reviewing and enhancing all levels of the development pyramid and co-curricular sporting provision.
- Contribute to a three-year strategic development plan for Hurst Sport.
- Complete termly review documentation, reporting results, achievements, challenges, and areas for improvement to the Director of Sport and Senior Management.
- Collaborate with the Director of Sport, Head of PE, Heads of Prep Games, Estates, and Heads of Sport to ensure safe and high-quality coaching and officiating across all sports.
- Set and maintain high standards of teaching and coaching throughout the 4-18 sporting pathway.

Operational

- Demonstrate professionalism and competence at all times.
- Support the mid-week and Saturday sports programme across all three terms.
- Assist in creating and managing the annual budget for games, inter-house sport, activities, College sport, and scholarships.
- Stay informed on current sporting initiatives and best practices.
- Liaise with grounds staff regarding pitch usage and maintenance.
- Ensure relevant areas of the Hurst Sport digital platforms are kept up to date.
- Organise and order kit and equipment, with budget approval and oversight from the Director of Sport.
- Schedule and manage inclusive House Competitions.
- Oversee pupil registration and changing room management during games and sports sessions.
- Support pre-season planning and pitch allocation in collaboration with the Estates Manager.
- Assist with the organisation of senior sports tours (subject to approval from the Director of Sport and Deputy Head).
- Monitor coaching qualifications and experience of all staff.
- Identify high-potential pupils and recommend them for County and Regional trials.
- Support the Director of Sport in coordinating and assessing the 11+, 13+, and 16+ Sports Scholarship programme.
- Attend weekly organisational meetings and termly Heads of Sport committee meetings.
- Uphold Hurst Sport standards in dress, conduct, and expectations.





Supporting Staff

- Provide guidance, CPD, and training for all staff involved in coaching and teaching sport.
- Ensure coaching qualifications are current and appropriate.
- Share coaching resources and support across all sports.
- Maintain clear communication across all sporting programmes.
- Undertake other duties as reasonably required by the Headmaster.

Teamwork

- Be an active and collaborative member of the PE/Games team.
- Engage professionally with colleagues, students, and parents.
- Maintain and develop skills through ongoing CPD.
- Contribute to the broader life of the College, supporting its mission and values.

Essential

The successful candidate will have:

Sports-related degree.

Proven ability to lead, motivate and empower a body of academic and non-academic staff.

Significant experience of developing and delivering sports programmes.

Proven coaching experience from Prep School to Senior School, including working with elite players.

Strong organisational, administration and time management skills.

Excellent communications skills, both written and oral.

IT skills necessary for report writing and general communication.

Flexibility and willingness to work irregular hours as necessary.

An interest in the educational sector and an appetite for life in a school with thriving intellectual, cultural and sporting ambition.

Desirable (not essential)

The successful candidate will have:

The ability to teach an academic subject to GCSE and A-level.

QTS (Qualified Teacher Status) with a strong background in education.

Principal Duties

- Take an overview of the development, promotion and delivery of Games within the school, liaising with heads of individual sports where necessary, and in consultation with the Director of Sport (DoS).
- Deliver high quality coaching in at least one major sport.
- In consultation with the DoS and the Deputy Head Co-curricular (DHCC), assist with planning for the strategic development of sport and sporting facilities at the school, as part of the wider school strategic plan.
- Liaise closely with the DoS and assist with the day to day running of the department, including as necessary, liaison with other key stakeholders (e.g. coaches, Heads of Sport), planning fixtures, tournaments and trips, and attendance at these as required.
- Ensure, in consultation with other Co-curricular leads, that each pupil's programme is balanced and clashes are resolved in a sensitive and timely fashion.
- Assist with the allocation of appropriately skilled staff to run the school's programme of sport in liaison with the DoS, the DHCC, members of staff in charge of sports and the HR department.
- In consultation with the DoS, plan and manage coaching development for relevant sports at the school.
- Assist the DoS in the production of timely and appropriate budget bids and in monitoring use of funds across different areas.
- Assist with management of residential and non-residential sports coaches, other staff within the department, and the planning of CPD and delivery of PRS as needed.
- Assist the DoS with organising, co-ordinating and assessing scholarship candidates.
- Contribute as required to key College events, such as Open Mornings.
- Promote Hurst College as required in liaison with the Marketing department.



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.

Cycle to work scheme.

Social calendar of events.

Free on-site parking.

Electric Vehicle Scheme.

How to apply



The application process

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

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.

Information



Further information

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

Applications will be considered as they are received.

Hurst

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