



Head of Rugby

Effective: September 2026

Reporting to: Director of Sport & Fitness

Bedford Modern School (BMS) is an Independent Co-educational Day School, governed by the Harpur Trust. There are more than 1200 students in the School ranging in age from 7 to 18. BMS enjoys a reputation both locally and regionally for excellence in Sport and Performance Arts and our school community is friendly, happy and supportive.

The School is located on the outskirts of Bedford, a town recognised as one of the best places to live in the East of England by the Sunday Times last year. It is also well served by major road links and London St Pancras is only a 40-minute journey away by train. With commanding views of the Bedfordshire countryside, the facilities are excellent: a separate Junior School, dedicated Sixth Form and new purpose-built Science Centre, with faculties clustered throughout the School. Extensive and impressive sports facilities include a fully equipped gym and indoor sports hall, a boathouse on the banks of the nearby River Great Ouse and a swimming pool on site.

We offer a premium education appropriate to both boys and girls where the intellectual needs of each student are a priority. The wide and varied curriculum is responsive to the needs of both students and parents. Individuals are assessed at entry and those with particular strengths or learning needs are identified and monitored. Students are encouraged to maximize their academic potential whilst optimising their participation in our diverse and inclusive co-curricular programme. Pastoral care is integral to the success of BMS and all staff are expected to contribute to this supportive culture.

Please visit our website: www.bedmod.co.uk for further information on the School.

Faculty of Sport and Physical Education

The Sport and Physical Education faculty at BMS currently comprises of 10 teaching staff and up to 20 coaching staff providing specific expertise to areas of the provision. The faculty leads all physical activity across the junior and senior schools, from teaching Junior School PE and Games, to leading Senior First teams.

The school has access to excellent facilities including a recently refurbished, four badminton court sports hall that also hosts a full-size basketball court, four indoor cricket nets and a climbing wall. A fully floodlit astro-turf hockey pitch, modern fitness suite and swimming pool are also located on the school site.

As well as curriculum physical education and games, the faculty oversee a broad and busy co-curricular sport programme, facilitating over 30 physical activities.

Uptake for GCSE and A level (OCR) Physical Education is strong with subject experts delivering the curriculum. All students in years 7-11 receive curriculum physical education in which the faculty mission is to foster a lifelong love of physical activity and to equip students with the confidence and skills to continue to engage in sport after leaving school.

BMS's upholds both a local and national sporting reputation having experienced success across core sports in recent years. Students engage in an exciting competitive inter school programme where representation is a priority. All students are encouraged to represent the school when selected.

Job Description

- To oversee the coaching and operations throughout the BMS Rugby programme.
- To support teaching and coaching staff with planning and preparation resources to deliver outstanding coaching.
- To liaise with Heads of Sport to ensure a smooth and coherent sports programme.
- To work with the Director of Sport & Fitness to manage effective resourcing of the rugby programme.
- To support advanced student athletes with performance and club advice.
- To communicate effectively with students, parents and other external stakeholders.
- To liaise with Medical, Academic Support, Wellbeing and any other professionals as and when necessary.
- To demonstrate consistently high expectations of all students and a commitment to raising their achievement.
- To promote the positive values, attitudes and behaviour expected from all students by treating them with respect and consideration.
- To report concerns about individual student progress and behaviour to tutors and other staff as appropriate.
- To demonstrate consistently high standards of personal and professional conduct, showing tolerance and respect of the rights of others whether other staff, students, or parents.
- To ensure all child protection policies are adhered to and that any concerns or incidents are raised in accordance with these policies.
- To carry out any other duties not specifically listed, but which could be reasonably be considered part of the role.
- The role also requires flexibility to support and deliver a range of additional sports activities and events outside of the core seasonal programme, ensuring a broad and inclusive sporting offer.

Person specification

	Essential	Desirable	How shown
Qualifications	An RFU level 2 (or equivalent) or higher Rugby coaching qualification.	Qualified teaching status (QTS) in either primary or secondary settings.	Certificate
Experience	<p>Leadership/management experience of large-scale Rugby programmes.</p> <p>Experience of coaching a range of abilities and ages.</p> <p>Leadership/management of a large staff cohort ranging from professional coaches to academic teaching staff.</p>	<p>Coaching or playing experience in any of the schools' other core sports (Football, Cricket, Water-polo, Hockey, Netball)</p> <p>Experience or knowledge of athletic development (strength & conditioning) in schools.</p> <p>Coaching or playing experience in any of the schools' core sports offerings.</p> <p>Experience of delivering sport/ physical education in an Independent School setting.</p>	Reference
Professional skills and qualities	<p>Excellent oral and written communication skills</p> <p>Effective problem-solving ability</p> <p>Ability to work collaboratively.</p> <p>Administrative, organisational and ICT skills;</p> <p>The ability to work under pressure, prioritise and meet deadlines;</p> <p>A positive attitude towards children and young people;</p>	<p>An understanding of sports programming and load management.</p> <p>Understanding of the demands placed on BMS students to achieve.</p>	<p>Application form</p> <p>Lesson Observation</p> <p>Interview</p> <p>Reference</p>

	The ability to motivate children to be the best that they can be.		
People management skills	<p>A clear interest in the management of all stakeholders.</p> <p>Ability to work excellently both collaboratively and independently.</p> <p>Ability to uphold and role model exceptional standards of coaching and teaching (timekeeping, preparation, student development).</p>		Reference
Other personal qualities	<p>High professional standards.</p> <p>The desire to undertake continuous professional development.</p> <p>Resilience.</p> <p>Positive, enthusiastic, energetic, flexible with a 'can do' attitude.</p> <p>Approachable, open and honest.</p> <p>Dedicated, conscientious and hard working.</p> <p>Ability to adapt to changing situations.</p> <p>A sense of humour and a genuine interest in delivering positive outcomes for young people.</p>		Reference