



DIRECTOR OF SPORT

JANUARY 2027
FULL TIME | PERMANENT



ETON COLLEGE

DIRECTOR OF SPORT

We are looking for an experienced individual who understands, first and foremost, the value of education through sport.

Eton has a long and proud history of sporting endeavour and has one of the largest and most well-resourced school sports programmes in the country.

As Director of Sport, you will be responsible for providing strategic leadership across all areas of sporting activity at the College; delivering a sports programme that allows Eton to compete with similar schools at all levels, whilst maintaining our core values of participation and enjoyment for all.

This is a full-time, permanent contract, beginning on 1st January 2027 (or earlier by mutual agreement). To confirm, whilst this is a permanent contract, in line with other comparable roles at the College, the responsibility as Director of Sport will be tenable for an initial 5 years and renewable for a further 5 years by mutual agreement and subject to performance.



SALARY AND BENEFITS

We offer an excellent remuneration and benefits package. Our salary scale ranges from £40,560 to £81,563, with a starting salary guide between £40,560 and £67,135, depending on skills and experience. We have a generous pension scheme, including a 16% employer contribution and a 4.9% employee contribution, as well as free or heavily discounted access to the College's sports and leisure facilities. In addition, most members of our teaching staff receive substantial responsibility allowances for taking on additional duties. This role attracts a responsibility allowance commensurate with the seniority of the role.

ACCOMMODATION

This role encompasses pastoral and co-curricular responsibilities, and so the College provides accommodation (which is currently rent free) within Eton. Living within Eton enables staff to come and go from home when they are not teaching or fulfilling their other responsibilities, and much lesson preparation, marking and other work can be done from home. There is a strong community feel within Eton and staff enjoy a range of events throughout the year, either as part of the College or the wider local community.

The College and staff accommodation are situated within the vibrant village of Eton, which is surrounded by acres of green space adjacent to the Thames. Eton itself has a wide range of local amenities including a gym, hairdressers, bars, cafes, restaurants, shops and pubs, as well as a pre-school, first school and GP surgery. Windsor is a short walk away and has a good range of shops and restaurants, as well as walks into Windsor Great Park. Both Windsor and Eton are well connected to central London and further afield by train.

“We are an equal opportunities employer and are seeking applications from suitably qualified candidates from all backgrounds. There is no ‘typical’ Eton teacher; we value individuality, difference, teamwork and the contribution everyone makes to the life of the school.”

SPORT AT ETON

Eton has one of the largest and most well-resourced school sports programmes in the country, encompassing nearly 30 sports and involving well over 1,000 school and House fixtures each year. The most recent addition in terms of facilities is the new swimming pool building (Athens), whilst the Colman Centre, a state-of-the-art sports centre, is nearing completion.

OUR PROGRAMME

Sport plays a central role in Eton life. Every boy is offered a full sporting programme and most members of the teaching staff and other non-teaching coaches are involved in delivering it. The range of opportunities is unmatched in any school, and the breadth and depth of our sports programme allows boys to achieve at every level of ability.

Eton has a great track record of success in many sports. However, participation and the opportunity to learn lessons and skills that will sustain people in a healthier and happier life, are considered just as important.

OUR FACILITIES

- 128 acres of playing fields for football, rugby, Eton field game and cricket pitches (approximately 36 rugby and football pitches)
- 4 hockey astro surfaces
- 20 permanent tennis courts increasing to 44 courts in the summer
- 2km rowing lake with world-class land-training facilities and boathouse
- 16 Eton fives courts
- 2 rackets courts
- use of 8 lane athletics track/indoor athletics training facility at the Thames Valley Athletics Centre (TVAC)
- 9-hole golf course
- 25m, 8 lane swimming pool with moveable floor
- 2 large sports halls
- 7 squash courts
- golf simulator room
- climbing wall and bouldering wall
- strength and conditioning suite
- fitness suite
- dojo



OUR TEAM

Sport at the school is overseen by the Director of Sport, with the Deputy Director of Sport responsible for the day-to-day delivery of the Eton sports programme.

Each activity is led by a Head of Sport, who oversees the organisation and development of their area.

The programme is supported by a broad range of roles, including coaching teams and individual boys, officiating fixtures, supervising matches, administering House competitions, and welcoming parents on match days. These responsibilities are shared by teaching and non-teaching staff, with approximately 70–80% of teachers and around 40 support staff contributing to delivery.

Operations are managed by the Sports Facilities Operations Manager, who oversees the running and maintenance of built facilities (such as the pool, sports halls, and artificial surfaces), while the Grounds Manager is responsible for the preparation and upkeep of grass pitches.

Sport sits within the wider co-curricular programme, which is led by the Deputy Head (Co-curriculum).

ABOUT THIS ROLE

A VISION FOR ETON SPORT

You will:

- work collaboratively to forge a clear vision for the future of all sporting activities at Eton;
- articulate that vision both internally and externally with clarity, vigour and enthusiasm;
- ensure that Eton sport is inclusive and provides opportunities for every boy at the right level;
- create the conditions for the top teams to thrive whilst remaining true to the school's goal of providing opportunities for boys of all abilities to engage with the sports programme;
- act as an ambassador for Eton sport both locally and nationally, with a view to widening collaboration and partnership;
- promote our plans with potential donors and build enthusiasm for the future of Eton sport.

MANAGEMENT RESPONSIBILITIES

You will:

- oversee the school's sporting programme;
- ensure that our safeguarding responsibilities are front and centre of all we do;
- manage risk in the school's sporting programme, ensuring that risk assessments are carried out and updated in conjunction with the College's health and safety officers;

- model excellence in coaching by coaching a school team in every term;
- lead the team of professional coaches and sports staff, both employed directly and as contractors;
- manage the school's sporting facilities and directly line-manage the team responsible for staffing the facilities;
- line-manage and work closely with the Deputy Director of Sport to support the school's programme of sport.

WIDER RESPONSIBILITIES

You will:

- manage boys' behaviour to ensure a positive and safe learning environment;
- treat boys with dignity, building relationships rooted in mutual respect and observing boundaries appropriate to a teacher's professional position;
- tutor a group of boys, overseeing their academic progress and taking an interest in their wellbeing;
- accompany boys on visits away from the school as required;
- assist on a regular basis in a boarding house, supporting the House Master and getting to know the boys;
- take on a teaching timetable as appropriate to your experience;
- contribute to the staff duty rota and the school's wider social programme.



ABOUT THIS ROLE

LOOKING OUTWARDS

You will:

- advise on a sporting outreach programme that makes Eton's facilities available to the local and the national sporting community, in accordance with the College's charitable goals;
- liaise with the Admissions Department to organise and run events involving feeder prep-schools;
- develop opportunities for joint sports activities with girls' schools;
- liaise with the Deputy Head (Partnerships) to ensure that Eton's sporting facilities are used in accordance with our policies and charitable aims;
- advise on the design and delivery of a programme of sporting opportunities using the College's resources to partner schools;
- liaise with local partners and play a role in developing sporting opportunities in the local area and ensuring that Eton has a voice in the deliberations of the local council and other organisations when these issues are discussed;
- assess the impact of our outreach activity in sport.



ABOUT OUR SCHOOL

We believe that our pupils learn as much, if not more, outside the classroom as within it.

OUR BOARDING HOUSES

Eton is the largest boys' boarding school in the UK. It is a 24/7 boarding school with 25 boarding houses, each home to around 55 pupils aged 13-18. Houses are the heart of life at Eton. Each house is run by a dedicated team, providing excellent pastoral care and helping every pupil make the most of their time at Eton. Headed by House Masters and Dames, these teams include Deputy House Masters, House Assistants and Resident Tutors drawn from the teaching staff body. All our accommodated teaching staff are part of a boarding house team. They also tutor boys in small groups, ensuring that at least two adults have oversight of every boy's development and welfare.

THE CO-CURRICULUM

Personal development is as important to us as academic results. Our diverse co-curricular programme enables boys to identify and develop skills and strengths outside the classroom through a wide range of activities.

It includes:

- a full sporting programme delivering an inclusive vision which values participation over performance (without denying opportunities for the latter). A broad array of sports is available and most teachers are involved in the sports programme in some way;
- over 25 theatrical productions each year, including school and house plays directed by members of staff;
- around 90 clubs and societies encompassing a wide range of interests and inclusion forums. Our societies host world-class speakers, as well as experts in academic and professional fields;
- a variety of outdoor education activities, including mountaineering, climbing, kayaking, channel swimming and Combined Cadet Force (CCF).

We are only able to offer this range of opportunities because of the skills, experience, commitment and enthusiasm for getting actively involved in the co-curricular life from our teachers.

All of our accommodated teachers are expected to contribute to our vibrant co-curriculum.



PARTNERSHIPS

We work with numerous state schools on activities of mutual benefit, with a particular focus on our enriching partnerships with Holyport College, the London Academy of Excellence, the Thames Valley Learning Partnership and Star Academies.

In sport, the growing partnership programme includes local primary pupils learning to swim and community access to a range of school facilities, alongside initiatives such as the Slough Schools Cricket Day, which combines coaching with match play.

It also fosters a particularly strong relationship with Holyport College, a nearby state boarding and day school, strengthening community links through shared sporting opportunities.

CANDIDATES

ABOUT YOU

You will:

- be passionate about the role of sport in education, understanding how it can positively affect all pupils;
- have excellent interpersonal skills and the ability to build relationships with a wide range of people;
- be able to communicate with, enthuse and motivate both young people and a team of colleagues and have the credibility, through your own experience in sport, to speak with authority and confidence;
- be well organised and capable of managing a broad portfolio of tasks, giving due weight to each;
- be able to be both flexible and firm, and the judgement to know when each is required;
- be a positive, forward-looking and collaborative colleague;
- be excited to contribute whole-heartedly to all aspects of boarding school life;
- be committed to working within the principles of equality, diversity and inclusion;
- be committed to the safeguarding, welfare and wellbeing of young people;
- have a strong sense of ownership and professional accountability, with an understanding of when to consult and when to act;
- have sound judgement in managing sensitive and complex situations, and understand the value of clarity, care and flexibility when doing so.

SKILLS AND COMPETENCIES

You will have:

- an outstanding record of engagement and achievement in sports provision/coaching at school and/or professional level;
- experience of leading and managing sports provision at a school level;
- experience of directly line-managing a team;
- an honours degree (2:1 or above) and the ability to teach a curriculum subject;
- prior experience of managing a budget and working to agreed deadlines;
- a demonstrable understanding of Safeguarding and Health and Safety requirements as they relate to school sport;
- a demonstrable commitment to your own professional development.

A teaching qualification is desirable but not essential.



APPLICATION PROCESS



SAFEGUARDING

Eton College is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including, but not limited to, reference checks with past employers, an Enhanced Disclosure from the Disclosure and Barring Service (including Barred List information), an online search and, where applicable, Prohibition checks. If you are successful in your application, you will be required to complete a DBS Disclosure Application Form. Any information disclosed will be handled in accordance with any guidance and/or Code of Practice published by the DBS. The College is exempt from the Rehabilitation of Offenders Act 1974, and therefore all convictions, cautions, reprimands and final warnings (including those which would normally be considered as “spent” under the Act) must be declared, subject to the DBS filtering rules. It is a criminal offence for any person who is barred from working with children to attempt to apply for a position at the College.

CONTACT

If you have any questions about this role, we would be more than happy to help. Please contact the Recruitment Team at recruitment@etoncollege.org.uk.

We are looking for outstanding individuals who can bring new life experiences and skills that will inspire and motivate our community. We believe in collaboration, encouraging innovation and sharing best practice to offer a transformative education to all our pupils. If you share our holistic vision of education and are keen to embrace the challenges and rewards of life in a full-boarding school, we'd love to hear from you.

Please apply online at <https://jobsearch.etoncollege.com/>

Please ensure that you fill out your personal details, career history and reference details in full as part of your online candidate profile, in addition to completing the application form for the post in its entirety. We will also require the names and contact details of two referees, at least one of whom is a current employer. You must ensure your referees can provide references shortly after you apply for this role. We cannot accept testimonials.

Closing date for applications: 5th June 2026

First stage online interviews: Week commencing 8th June 2026

Visit the College: Week commencing 15th June 2026

Final stage interviews: Week commencing 22nd June 2026

Start date in post: January 2027 or earlier by arrangement

Further information can be found at <https://www.etoncollege.com/>



For more information, please contact

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