

APPOINTMENT OF

DIRECTOR OF SPORT

SEPTEMBER 2027
OR EARLIER

ETON COLLEGE

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Founded in 1440 by Henry VI, Eton is the largest full boarding school in the UK, with over 1,350 boys, aged 13–18, including 550 in the Sixth Form. Our 25 Boarding Houses are at the centre of school life, each housing approximately 55 boys and a team of resident staff.

Academic standards are high. At GCSE, approximately 80% of entries are graded 9 or 8, and a similar proportion of A Level grades are at A* and A. 26 subjects are offered in the Sixth Form, alongside a wide range of activities promoting intellectual curiosity.

The co-curriculum has always been a valued and thriving dimension of school life, in which all boys and many staff take part. In addition to the sporting offer, there are over 25 theatrical productions annually and around 90 Clubs and Societies. Outdoor Education and the Combined Cadet Force (CCF) are also popular.

Facilities for learning are outstanding. Examples include the recently modernised Queen's Schools, which is a science centre housing 29 laboratories and ancillary spaces, including Eton's Natural History Museum. The School Library is an historic domed building and the professionally staffed, 400-seat Farrer Theatre provides a focus for drama. All subjects have dedicated teaching areas and specialist libraries.

Eton is outward-looking and collaborative. There are numerous state school partnerships, most notably with Holyport College, the London Academy of Excellence, the Thames Valley Learning Partnership, and Star Academies. Sport is an important part of the partnerships programme.





SPORT AND EXERCISE AT ETON

Sport is central to Eton life. All boys and most teachers are regularly involved. Over 30 activities are offered, and there are more than 1,000 school fixtures annually. House sport remains important, with more than 6,000 matches every year.

Many boys are involved in traditional team games, where rugby, football, hockey and cricket are prominent. Those games – between them – produce a total of 85 school teams, which play regular matches. Rowing is very popular and large numbers of boys use Eton's four boathouses and the Olympic facility at Dorney Lake to train for head races and regattas throughout the year. Alongside those sports, Eton offers an extensive range of other sports and athletic pursuits, whilst Eton's unique Field Game inspires committed House competition in the spring term.

Sport takes place during dedicated games afternoons and at other times during the week. Most sports are supported by a programme of inter-school fixtures, including entry into most national competitions. Saturday is the principal afternoon for matches and competitions across the wide range of sports available to boys at Eton.

The School has one of the longest records of school sport in the world. The first ever recorded inter-school contest was the Eton v Westminster Cricket match in 1796. Many sports have high-profile, prestige fixtures, including the cricket match against Harrow, which has taken place at Lord's since 1805, and the rowing contest with Westminster first raced in 1839. The Field Game Trophy is older than the FA Cup.

There is a strong record of achievement at the highest level in sport, alongside exceptionally high levels of participation. Performance and participation are equally important at Eton. Through sport, Eton aims to give all boys the opportunity to learn: to win and lose, to lead and be led, to strive and persist, to collaborate and to compete.

RESOURCES FOR SPORT AND EXERCISE

Eton has extraordinary facilities for sport and physical activity, which are constantly being enhanced.

Team games are supported by 36 grass pitches for various codes of football, four floodlit all-weather hockey pitches and 19 cricket squares. Racket sports benefit from 44 tennis courts, alongside multiple courts for Eton Fives, rackets, squash, badminton and basketball. The 2km-long Dorney Lake hosted the 2012 Olympic Games rowing events, and is complemented by a world-class boathouse and land training facilities. The Thames Valley Athletics Centre and stadium provide an eight-lane synthetic track and accompanying facilities for indoor competition. A new 25m swimming pool complex was opened three years ago, alongside a four-court multi-purpose Sports Hall. Opening in 2027, an extensive new Sports Centre will further enhance the opportunities for boys and the potential for sport at Eton. It includes fitness and conditioning suites, a climbing wall, a dojo, a fencing salle and a shooting range. In cricket, facilities and technology enable an extensive winter programme. There is a nine-hole golf course, as well as a simulator room for indoor practice.

A very high proportion of Eton's 180 teachers are involved in coaching, officiating and supervising games and physical activity. Many have distinguished records as athletes, players and coaches, and they are enthusiastically committed to Eton sport. A further 40 coaches are employed, working alongside teachers to provide specialised coaching in specific activities. Each sport has its own staff member in charge, responsible for operational management, standards and organising the competition programme.

The full boarding environment allows considerable time to be made available for training, practice and competition. Organised sport takes place on six afternoons each week. Those times for sport are outside the formal teaching timetable, enabling boys and teachers to be widely available and making sport a shared experience for all. In addition to dedicated games afternoons, additional time is available in the late afternoon, in the evenings and at weekends. Trips and tours take place regularly during the school holidays.





DIRECTOR OF SPORT ROLE

The Director of Sport is an important and high-profile position, with overall responsibility for the provision of sport and exercise for every boy at Eton. The appointed person will collaborate with school leaders and other senior colleagues to agree and implement a forward-thinking strategy which is informed by history and tradition, but which also embraces the best of modern practice. The Director of Sport will promote the pursuit of competitive success through wide involvement, building a culture which inspires all to participate enthusiastically and many to excel.

Eton is committed to providing its athletes with the best possible facilities, coaching and external partnerships to support their ambitions in sport. The Director of Sport will be an industry expert capable of identifying necessary developments and delivering change, to fulfil Etonians' and Eton's ambitions for enhanced competitive performance, grounded in a culture of participation and mutual support.

The successful candidate will have overall responsibility for the resourcing of sport and exercise. They will work closely with the members of staff in charge of individual sports to deliver an ambitious strategy, ensuring consistency of approach and supporting the development of staff and facilities. Oversight of the competition programme will be necessary to ensure that it provides appropriate opportunities, and that it is aligned with the School's future plans.

There will be an important outward-looking dimension to the role. The Director of Sport will build collaborative relationships with elite professional organisations, both formally and informally, to ensure that the highest levels of coaching and support are available throughout the School. This will also include working with local schools, clubs and charities to make facilities and opportunities available to the wider community beyond Eton.

This position will have overall responsibility for ensuring compliance and the highest standards of risk management, safeguarding and employment practice. It will include oversight of an extensive budget. Close communications with Admissions and other school departments will be necessary.

The Director of Sport will be an experienced and charismatic leader, capable of building and articulating a compelling vision for the future of sport and exercise at Eton.

PERSON SPECIFICATION

Eton seeks to appoint a Director of Sport who will lead a new era of sport and exercise, and be a compelling ambassador for the School, its values, and its reputation. The successful candidate will be an inspiring leader, with character, integrity, and a strong record of achievement. They will have the understanding, sensitivity and drive to build a culture throughout the School community which promotes both participation and the pursuit of excellence.

Applications are invited from individuals from a range of educational and sports backgrounds. The successful candidate will have a record of leadership as a teacher, coach, player or programme manager which will command respect and establish credibility. Educational and coaching qualifications are desirable but not essential. Experience of budget oversight, partnership building and managing staff teams would be additional advantages, but they are likewise not individually necessary.

The appointed person will have a background in teaching or coaching. This would be a teaching post for a suitably experienced candidate, but it could be a non-teaching role in the School. Commitment to the wider life of the School and the boarding community will be expected. The Director of Sport will also be the public face of Eton sport, with the ability to engage and communicate widely and well with a broad range of constituencies. This will include hosting high-profile events, including large match days and events for the preparatory and other schools from which pupils come to Eton, and ensuring that the experience of all visitors coming to Eton to watch or to be involved in sport consistently exceeds expectations.

More than any specific skill set, Eton is seeking an exceptional individual. They will be comfortable working in a complex environment and balancing a diverse workload, while role modelling the highest personal standards and demonstrating a commitment to excellence in every area of their contribution. IT literacy will be essential. Above all, however, they should be capable of remaining calm, efficient and positive at the centre of a complex pattern of activity and the related administration.





WORKING AT ETON

Eton is a vibrant village, adjacent to the River Thames, which has its own attractive array of amenities. Windsor is a short walk over the bridge, and has outstanding shops and restaurants, access to nearby Windsor Great Park, and fast rail connections to London.

Eton is a short walk from Windsor Riverside Station, with regular trains to Waterloo. Eton is only a short drive from Slough station with 17-minute train services to Paddington, along with the Elizabeth Line offering a direct service into Central London. This makes it very easy to commute from Eton to London. The residential nature of the school community makes it a genial and supportive place to live and work.

The Director of Sport will be offered an attractive salary, based on qualifications and experience, and generous additional benefits, including membership of a school-sponsored pension scheme. Accommodation will be provided, rent-free, within Eton for the proper and better performance of all the duties expected of the Director of Sport. Further details about the benefits of the position will be shared with shortlisted candidates.

This is a full-time, permanent position. The start date will be September 2027, or earlier by mutual agreement. Eton reserves the right to make an appointment at any stage of the process.

NEXT STEPS

The closing date for applications will be **10am** on **Monday 23 November**. Longlist interviews will take place on **Tuesday 1 December**, with the final selection day on **Tuesday 8 December**. Candidates must be available for both stages.

Applications should be made online at **https://jobsearch.etoncollege.com**.

The School is working with ICE Education on this appointment. Please be advised that, should you choose to apply for this position, your application details will be shared with ICE Education, and by submitting your application, you are providing consent for this data sharing. Prospective applicants who have specific questions about the role can contact Dan Scargill, Recruitment Director, at **dan@ice-education.co.uk**.

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 School 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 School.

EQUAL OPPORTUNITIES

Eton embraces equal opportunity, diversity and inclusion. It seeks applications from suitably qualified candidates from all backgrounds.





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