

Job Title Head of Strength and Conditioning

Reports to Deputy Director of Sport

Job Purpose

The sports programme at Eton College aims to cater for all pupils using Participation, Performance and Enjoyment as three principles by which to measure success. We have a strong tradition across a wide variety of sports and aim to provide the opportunity for all pupils to learn to play each sport, improving to the best of their abilities, so sport can remain a pleasure for life. We are also committed to delivering opportunities for players to compete at the very highest level their sports can offer.

To ensure pupils are best prepared for the demands of their sports, as well as to develop their abilities and performance, Eton offer support through the Strength and Conditioning (S&C) programme. Through investment in facilities and coaching, the S&C programme aims to support aspiring individuals and sports teams.

We are looking to appoint an S&C coach who can coordinate and develop the S&C programme and lead a small group of coaches to meet the demands and develop this growing area. With the current development of new indoor sports facilities, it is an exciting time to join this valued area of physical preparation as it plays an increasingly important role for the boys.

Key Tasks and Responsibilities

Tasks with respect to coaching

- Lead the S&C team in the planning and daily delivery of an appropriate level of S&C programming for boys of all ages and abilities in preparation for a wide range of sports to promote their development and prevent injury. This will be underpinned by sound scientific evidence and with due consideration to the boys' needs for motivation, empathy, and support;
- Provide sound training & lifestyle advice that supports physical and mental wellbeing, which is underpinned by sound scientific evidence;
- Work with existing S&C coaches to develop their understanding and delivery of best practice within S&C;
- Deliver and/or supervise S&C sessions across a range of locations and settings (indoor and outdoor).
- Implement S&C programmes designed to improve physical competence and athletic performance across the Sports Curriculum by working with Heads of Sport/coaches during games practices and training sessions;
- Design and implement a system suitable for recording attendance, monitoring, profiling, and maintaining an efficient and effective database of relevant data;
- Keep up to date with best practice for S&C and advise on improvements to programs and equipment as required;

Last Updated: 15th October 2025

This role profile highlights the key tasks and responsibilities of the role, it is not designed to be an exhaustive list of duties. Roles naturally change and develop over time and it is expected that incumbents will perform tasks which are not included within their role profiles.

- Be responsible for health and safety requirements in the ADP gym including making sure the equipment is safe and the gym is tidy;
- Practice within the guidelines of the UK Strength and Conditioning Association Professional Code of Conduct, Standards and Guidelines

All employees of Eton College are also expected to:

- Develop a good understanding of safeguarding procedures, given all positions at Eton are classed as 'regulated activity';
- Demonstrate a commitment to safeguarding and promoting the welfare of children. This includes but is not limited to completing safeguarding training as required, complying with all safeguarding procedures, and ensuring any safeguarding updates issued by the College are read and understood.
- Understand and comply with procedures and legislation relating to confidentiality;
- Display a commitment to and promotion of equality, diversity, and inclusion.

Skills and Competencies Required

To be successful in this role, the incumbent should:

- Have a UKSCA (or equivalent) accreditation and evidence of CPD.
- A proven track record in S&C Coaching with a particular focus on junior athletic development.
- Good administration and proficiency in Microsoft Office (Outlook, Word, Excel).
- An understanding and commitment to the aims and ethos of sport at Eton.
- An appreciation of the need for flexibility and patience when coaching in a full boarding school.
- Excellent interpersonal skills.

Working Pattern

- Although your working hours may vary from time to time the basic pattern of your working hours will be 2pm to 8pm, with 30 minutes break, Monday to Saturday
- You will be working 37 weeks per year. (You will be paid over 12 months).
- There is the requirement to work evenings, weekends, and bank holidays during term times according to an agreed rota.
- The post holder will also need to attend training camps (by arrangement) that might be scheduled in school holiday periods.
- The School's holiday year runs from 1 September to 31 August and the post holder will be entitled to 5.6 weeks of holiday each year (inclusive of Bank Holidays). The post holder must use all their entitlement during the first arising periods of school holidays, provided they are not the periods when they are required to work.

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Disclosure Checks

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.