



DIRECTOR OF HOCKEY

CANDIDATE BRIEF



St John's School
LEATHERHEAD

About St John's



Thank you for your interest in St John's. We are proud of the outstanding work that our teaching and support staff do to create the vibrant, inclusive community which characterises our school. Working with us offers an opportunity to teach, grow, contribute and become part of a forward-thinking team. We look forward to welcoming an exceptional candidate to join us.

Alex Tate, The Head

St John's is a co-educational independent school for approximately 900 boys and girls aged 11 to 18. We are predominantly a day school (75% day, 25% boarding) with an innovative boarding offering which includes weekly, flexi and ad hoc options to create the best possible balance for busy families.

From the moment you step into St John's, you're met with a genuine sense of warmth and community. The blend of historic architecture and the vibrant energy of our staff and pupils creates an atmosphere that is both welcoming and inspiring, and a place in which to flourish.

Founded in 1851 to educate the sons of poor clergy, St John's has always been a forward-thinking school, evolving to meet the changing needs of the pupils we educate. As we celebrate 175 years of St John's, we are proud of our rich heritage and the generations of pupils, staff and families who have shaped the School's story. While the School has grown and adapted over time, our core values of courtesy, kindness, respect and tolerance remain at the heart of everything we do, providing a strong foundation for the future. Today, that commitment is reflected in our academic excellence and initiatives such as *The Quad: Life Skills* programme, which equips pupils with the skills, character and confidence to thrive in an ever-changing world.

Our mission is to create an environment that is kind, supportive and full of opportunity, that inspires and equips pupils to thrive now and in the future.

Interest from prospective families is strong and growing, with five applicants competing for every Year 7 (11+ Lower Third) and Year 9 (13+ Fourth Form) place. Our dedicated staff team ensures that class sizes remain small, allowing us to deliver an enriching learning experience for all our pupils. Pupils start their journey in Years 7 and 8 (Lower and Upper Third), as part of the Lower School. From Year 9 (Fourth Form) onwards, each pupil joins one of our boarding or day houses where they are cared for by a team of tutors and matrons, overseen by a Housemaster or Housemistress. The strong pastoral structure ensures every pupil is known, valued and supported as an individual. A truly rounded education is central to life at St John's. Pupils are encouraged to explore a rich array of co-curricular activities - from sport, music and drama to community service. We value the spiritual and moral insights that come from our founding Christian principles. Set in 50 acres of beautiful Surrey countryside, our campus is a short stroll into Leatherhead town centre and only 45 minutes by train from central London. With excellent transport links by road, rail and proximity to Heathrow and Gatwick airports, St John's is easily accessible. The campus is an impressive mix of mid-Victorian architecture and purpose-built contemporary additions. Our facilities are excellent - from the state-of-the-art Sports Centre to the high-quality IT infrastructure that supports a Bring Your Own Device (BYOD) policy. Every aspect of the School is designed to provide the best possible environment in which to learn and work.

Working at St John's



We believe there is no limit to what our pupils can achieve. Within our vibrant learning community, we encourage every pupil to work hard, aim high, support others, and have fun. Central to this ethos is our exceptional team of people who make up St John's staff, whose expertise, energy and commitment shape every aspect of school life. We invest, reward, support and develop our employees because attracting and retaining the very best people is key to our continued success.

***“St John's is a fun, fast-paced place to work.
It's full of energy and enthusiasm and no
two days are ever the same!”***

Our teaching staff are actively engaged in refining and innovating their teaching practices through regular CPD, peer observation and self-reflection. With small class sizes and outstanding support, our teachers set high standards that are reflected in excellent public examination results. We are firm believers that academic results are not the only measure of a successful education. Our holistic approach nurtures open-minded, thoughtful, confident and happy young people, ready to thrive in higher education and beyond.

***“St John's is a workplace that values collaboration
and creativity. It's a genuine caring community,
and where everyone is working towards
a common purpose.”***

Our support staff are equally vital to the success of the School. From estates and operations to catering, IT, finance, HR and pastoral care, they are highly skilled professionals whose expertise allows the School to function effectively across aspects of school life.

Employee benefits



Professional reward and development

We recognise the expertise of our staff and aim to create an inspiring environment in which you can work to your full potential and develop your career:

- A competitive remuneration package with additional allowances for extra responsibilities
- Pension - the School offers a defined pension contribution scheme with an employer contribution of 8%
- A comprehensive induction and CPD programme for all levels of staff
- Regular appraisals to reflect on professional practice and developmental opportunities
- Full commitment to the induction and training of ECTs, providing excellent support and ongoing training and support with teacher training for unqualified teachers
- A comprehensive INSET programme delivering high quality seminars, shared good practice, first aid training and insights from expert external speakers
- High quality IT facilities, hardware and software
- Well-resourced departments.

Rewards and perks

To make everyday life just that bit easier, we are continually developing the variety of rewards, discounts and perks that we offer our staff:

- A discount on school fees for staff children who satisfy the admissions criteria is available in the term following six months employment (proportionally reduced for part-time members of staff)
- A holiday buy-back scheme and sabbatical opportunity
- Cycle to Work Scheme
- Limited car parking available on-site
- Microsoft 365 for up to five personal devices
- Interest free school loan
- Access to discounts at popular retailers
- Discounts are also available at local businesses such as Nuffield Health in Leatherhead.

Health and wellbeing

Your health and wellbeing is important to us and we encourage our staff to make use of the services offered to help you live and work healthily and happily:

- Family friendly policies including flexible working, enhanced maternity and paternity pay
- We offer a Group Health Cash Plan
- A fun, free weekly bootcamp to get fit in an encouraging, motivating environment
- Use of the School's Sports Centre and outstanding sports facilities, including the swimming pool, at agreed times
- Free confidential advice line provided by DAS which provides advice and support on professional or personal matters
- During term time, our excellent catering provision offers meals and refreshments
- Free flu vaccinations
- Yearly eyesight tests
- Access to a range of wellbeing initiatives.

Community and environment

This is a stimulating, welcoming community where colleagues build supportive professional relationships and friendships:

- A supportive network of experienced Heads of Department, Senior House Staff and the Senior Management Team
- Highly skilled support and academic staff who, together, are integral to the successful running of the School
- As part of the staff community you can take part in enjoyable social events, sports activities and more...
- A beautiful environment which combines well-maintained historic buildings with state-of-the-art facilities
- Many parts of our beautiful and flexible school site are available to hire at a discounted rate for staff
- For eligible staff, accommodation within walking distance to St John's may be available.

The Role



Hockey is a flagship sport at St John's, with a proud tradition of participation, performance and player development. In recent years, the programme has enjoyed significant success, including reaching the latter stages of the U18 ISHC and winning the U15 ISHC Plate. We have established a strong reputation locally and nationally, supported by an outstanding fixture programme that provides meaningful challenge and opportunity across all age groups.

As the School looks to build on this success, we are seeking an outstanding and ambitious leader to shape the next phase of our hockey programme.

The Director of Hockey will provide the strategic leadership, vision and technical expertise to develop a thriving, inclusive and high-performing programme across both girls' and boys' hockey.

Working closely with the Director of Sport, the successful candidate will oversee all aspects of hockey, from participation and coaching development to talent identification, player pathways and competitive success. They will create an environment in which every pupil can enjoy hockey, fulfil their potential and represent St John's with pride.

As a key member of the Sports Leadership Team, the Director of Hockey will work collaboratively with Heads of Sport to align programmes, support multi-sport athletes, minimise scheduling conflicts and ensure pupil welfare, enjoyment and long-term development remain at the heart of decision-making.

This is an exciting opportunity to lead one of the School's priority sports and establish a programme recognised for exceptional coaching, strong participation and national ambition, while building on the strong foundations already in place.

The Director of Hockey will contribute fully to the School's three-term Saturday sports programme. This will typically include girls' hockey in the Autumn Term, boys' hockey in the Spring Term, and support for cricket, tennis and/or athletics during the Summer Term, working collaboratively with colleagues to deliver an outstanding sporting experience for pupils throughout the year.

Accountability

The Director of Hockey reports directly to the Director of Sport.

Key responsibilities

Strategic Leadership

- Develop and deliver an ambitious long-term vision for hockey aligned with the School's sporting strategy.
- Establish a clear identity, philosophy and player pathway across the girls' and boys' programmes.
- Drive excellence in participation, player development, coaching quality and competitive performance.
- Set and monitor ambitious objectives for participation, performance, representative success and player progression.
- Evaluate programme effectiveness and identify opportunities for innovation and growth.
- Contribute to the strategic leadership and continuous development of sport across the School.
- Work closely with Heads of Sport to align programmes, support multi-sport athletes and ensure pupil welfare, enjoyment and balanced development remain central to decision-making.

Player Development & Performance Pathways

- Lead and oversee a high-quality player development pathway across all ages and abilities.
- Develop teams capable of competing successfully at county, regional and national level.
- Identify, support and challenge high-potential players through individual development opportunities.
- Build strong relationships with clubs, Talent Academies and England Hockey pathways to support player progression.
- Lead the hockey element of the Sports Scholarship Programme, including the identification, recruitment and development of hockey scholars.
- Support pupils in balancing school, club and representative commitments to maximise both performance and wellbeing.
- Use appropriate performance analysis and development planning to support individual and team improvement.
- Lead hockey provision within selected Performance EAGLE Camps (typically a minimum of three days per year) and other player development events.

Participation

- Foster a culture in which every pupil enjoys hockey and values representing St John's.

The Role



- Ensure a high-quality, purposeful and inclusive experience for players of all abilities.
- Create opportunities for progression, retention and lifelong engagement in the sport.
- Deliver a fixture programme that balances competitive challenge with broad participation.
- Maintain a balance between performance ambition and the School's commitment to inclusive sport.

Coaching Leadership & Staff Development

- Lead, inspire and develop a high-performing team of coaches across the hockey programme.
- Establish and maintain a clear coaching philosophy, standards and expectations.
- Recruit, deploy and retain outstanding coaching staff in partnership with the Director of Sport.
- Create a culture of observation, feedback, collaboration and continuous professional development.
- Design and deliver high-quality hockey-specific CPD and training programmes, ensuring all coaches are fully embedded within the St John's hockey philosophy, confident in their delivery and equipped to provide a consistently excellent pupil experience.
- Ensure all coaches are aligned with the values, culture and ambitions of St John's hockey.
- Promote the sharing of expertise and best practice across the coaching team.

Recruitment & External Partnerships

- Build and maintain strong relationships with clubs, feeder schools, universities and England Hockey pathways.
- Support pupil recruitment through engagement with Admissions, Open Events and talent identification initiatives.
- Develop opportunities that enhance the profile and reputation of St John's hockey.
- Organise and support masterclasses, development events and community engagement opportunities.
- Promote and celebrate hockey achievements within the School and wider community.

Fixtures, Tours & Hockey Experiences

- Deliver an inspiring programme of fixtures, competitions, tours and hockey experiences.

- Ensure appropriate competitive opportunities for pupils at all levels.
- Oversee participation in relevant regional and national competitions.
- Develop opportunities for domestic and overseas tours, festivals and performance experiences.
- Create experiences that contribute to both sporting excellence and personal development.
- Operational Leadership
- Oversee the effective planning, organisation and administration of the hockey programme.
- Manage staffing, budgets, facilities, equipment and competition schedules.
- Ensure compliance with safeguarding, health and safety, School policies and governing body requirements.
- Liaise with Grounds, Estates, Catering and other operational teams to maximise the quality of hockey provision.
- Maintain professional communication with pupils, parents, staff and external partners.

Wider School Contribution

- Contribute positively to the wider Sports Department and School community.
- Support PE, Games and co-curricular programmes where appropriate.
- Undertake an appropriate pastoral role.
- Support School events, admissions activities and community engagement initiatives.
- Champion the values and ethos of St John's through all aspects of School life.
- Make a full contribution to the School's co-curricular programme as a member of the Sports Department, including an expectation to contribute to Saturday sport across all three terms.

NB The above is only an outline of the tasks and responsibilities of the role. You will carry out any other duties as may be reasonably required by your line manager. The job description and person specification may be reviewed on an on-going basis in accordance with the changing needs of the department and school. This job description and accompanying documentation do not form part of the employment contract.

The Candidate



Qualifications and experience

Essential

- Level 2 hockey coaching qualification or higher
- Demonstrable experience coaching pupils from ages 11 to 18 years, managing teams, leading and running fixtures
- Experience in designing and implementing sports programmes or strategic development in a school or club setting
- Knowledge of performance pathways (eg talent academies, national selection) and experience of supporting talented athletes
- Have a good understanding of current coaching practices and Health and Safety
- Experience of administering the tasks that are required for an efficient and well-run team
- Personal experience of performing or coaching at a high level

Desirable

- Additional coaching qualifications
- Ability to teach a wider range of sports
- Experience in coach education or mentoring, ideally with England Hockey or similar framework
- Strong organisational skills and experience managing sports events or logistics
- Experience working in a school environment with broader responsibilities
- Be confident, well motivated and set an appropriate example to pupils of all ages
- Energetic and approachable with excellent communication, organisation and interpersonal skills
- Ability to build and maintain strong relationships

CONDITIONS OF SERVICE

Competitive salary

45 hours a week with one-hour unpaid break each day, 40 weeks per annum (term time plus additional weeks as agreed with the Director of Sport to include pre-season training). Your actual hours of work are 08.30-16.30 Monday to Friday, plus two afternoon activities a week (16.30 – 17.15). In addition to this you will be expected to assist with Saturday sports (approx. 08.30 – 17.30) (home and away fixtures) and any other school trips as required. You will have pastoral responsibilities, be a tutor and provide cover lessons. These hours may vary depending on the requirements of the job.

Staff are permitted to use the facilities on site (such as the swimming pool, tennis courts and Library) at times which do not conflict with the School's requirements and within the school rules. Lunch is provided during term time.

The School is a non-smoking environment.

Health & Safety at St John's School

Under the Health and Safety at Work etc. Act 1974 and associated legislation, colleagues at St John's are expected to be comply with H&S requirements at all times, including but not limited to Risk Assessments, COSHH, PPE, Manual Handling and to follow St John's policies and procedures. Specifically, colleagues must continuously carry out all duties in a manner, which endangers neither themselves nor others. If you consider something is unsafe or likely to cause injury or ill health, you must rectify it if safe to do so, or report it to your immediate manager or the Health and Safety Manager.

Data Protection at St John's School

The School will comply with its obligations under the prevailing data protection legislation when processing your personal data. For further detail in this regard you should refer to the School's Data Protection Policy and the Staff Privacy Notice which can be found on the website.

Staff Conduct

Colleagues at St John's are expected to adopt high standards of personal conduct in order to maintain the confidence and respect of all those with whom, and for whom, they work and must abide by the Staff Conduct Policy at all times.

Child Protection



St John's School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service (DBS).

The post is exempt from the Rehabilitation of Offenders Act 1974 and the School is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children."

In addition to their job description, the job holder should be aware of their responsibilities for promoting and safeguarding the welfare of children and young persons who they may come into contact with whilst at St John's. The post holder's responsibility will be to adhere to and ensure compliance with the School's Child Protection Policy Statement at all times. If in the course of carrying out the duties of the post the post holder becomes aware of any actual or potential risks to the safety or welfare of children in the School s/he must report any concerns to the School's Designated Safeguarding Lead .



The Selection Process



How to apply

Please complete an application form and equal opportunities monitoring form (available to download from www.stjohnsleatherhead.co.uk/about-us/careers-at-st-johns/current-vacancies/) and provide a letter supporting your application addressed to:

Karen Perkins, Deputy Head of People & Culture

Closing date: 9.00am, Thursday 14 October 2026

Interviews will be held : Weeks commencing 2 November through to 9 November 2026

We reserve the right to appoint at any time in the recruitment process and therefore invite interested candidates to apply as soon as possible..

St John's recognises the importance of attracting candidates from the widest possible sources in order to secure the range of skills and experience within our staff team.

Completed applications should be sent to St John's School via email to recruitment@stjohns.surreysch.uk or online via our [website](#).

Further enquiries about this position or application process

Karen Perkins, Deputy Head of People & Culture
recruitment@stjohns.surreysch.uk

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