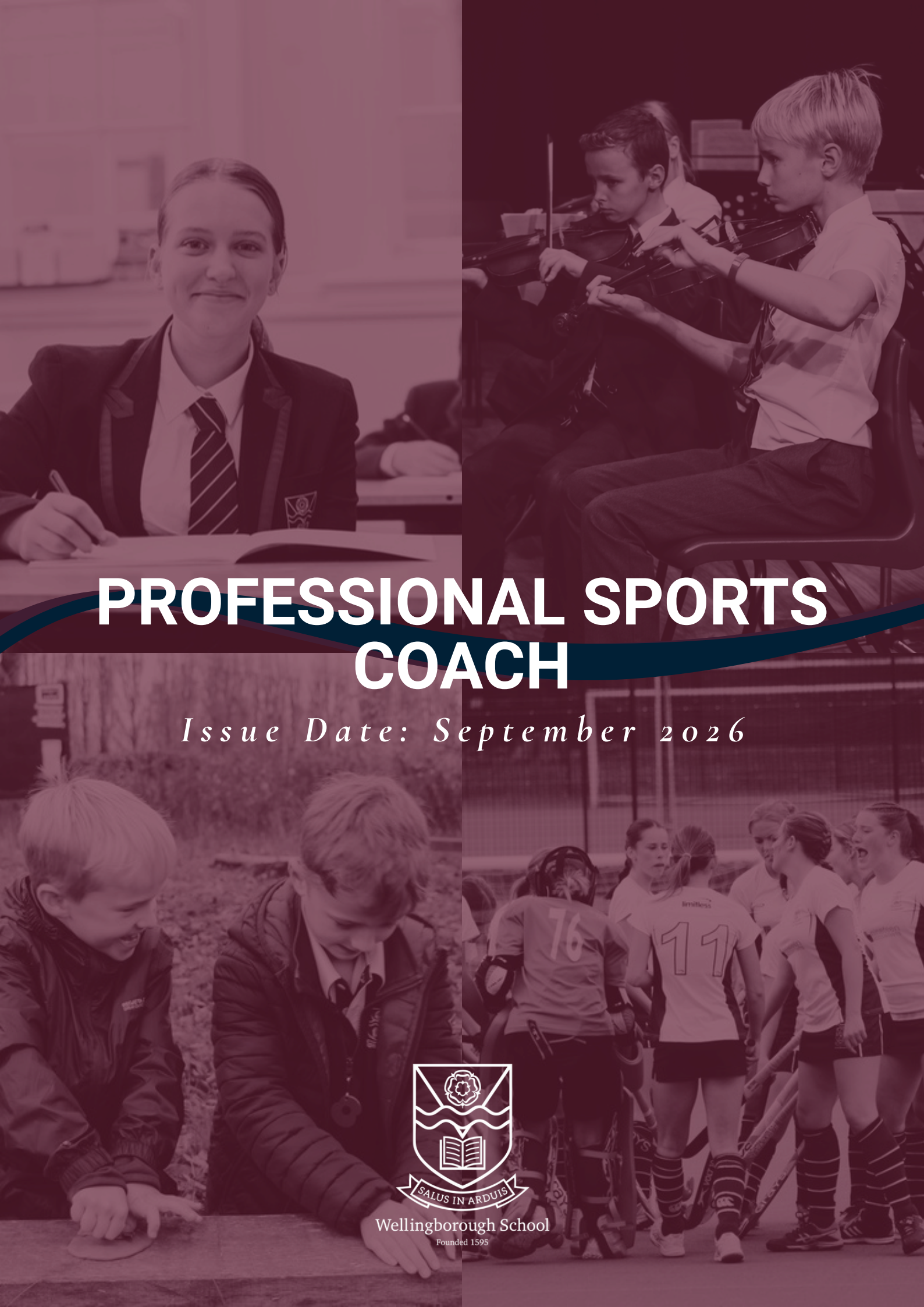




PROFESSIONAL SPORTS COACH

Issue Date: September 2026



Wellingborough School
Founded 1595

ABOUT WELLINGBOROUGH SCHOOL

Wellingborough School is a very special place. Our mission is to develop confident, rounded, and grounded young people, and the School has been doing that successfully throughout its extensive history.

Blessed with an enviable location, superb teaching and pastoral care, and a deeply embedded culture of kindness and ambition, Wellingborough delivers a first-class education within and beyond the classroom. Every day, our pupils demonstrate the qualities that we know will set them apart as the change-makers of the future – intellectual curiosity, courage, empathy, dedication, and humility, and all whilst retaining that most crucial element of a truly enriching education: a sense of fun.

At Wellingborough we value the individual, and recognise that each pupil has different needs, enthusiasms, and priorities. We are deeply committed to supporting our young people through the journey from young teenagers to young adults, and the process of growth and development that underpins their time at our school.

We are proud of our excellent results in public examinations, and in the success of our Sixth Form leavers in securing exciting and inspiring next steps including taking Oxbridge places, attending Russell Group institutions, or securing Degree Apprenticeships. Our value-added results provide strong evidence of the quality of Teaching and Learning across the School, and our pupils benefit from an increasingly diverse and innovative curriculum.

S a l u s i n A r d u i s





From Lent 2026 our pupils will begin enjoying Engineering, 3D Design, Computing, and Food Education lessons in our fantastic new teaching building, the second phase of which includes Sixth Form seminar spaces, a 250-seat lecture theatre and performance space, and new Health and Wellbeing facilities. This new building forms only one part of an ambitious 30-year site development plan, designed to ensure Wellingborough continues to offer first-class facilities for the pupils of the future.

Wellingborough has always been rightly proud of its excellent pastoral care, underpinned by our historic and much-loved Senior School Houses, superb Wellbeing team, and strong values lived out every day in school. Visitors often comment on the close-knit community feel of the School, and pupils feel known and valued as individuals.

In our most recent ISI inspection, our co-curricular provision was noted as being a significant strength of the school's provision, an accolade of which we are immensely proud. Pupils benefit from superb sporting and outdoor learning provision, and the standard of performing arts is remarkable. Developing character through engagement in the wider curriculum is central to everything we do at Wellingborough School.

Wellingborough is a school with a long and rich history, but it is also a school with a bright and exciting future. We look forward to welcoming a new member of staff into our community.

S a l u s i n A r d u i s

THE ROLE

Start Date: ASAP

Disclosure Level: Enhanced

Reporting to: Director of Sport

Enterprise Reporting to: Head of Commercial Operations (WSEL)

Contract type: Full time, Permanent

Objectives: To fulfil the sports coaching and Enterprise requirements as directed by the Director of Sport and Head of Commercial Operations, according to the overall aims of the School.

Hours: Full time 37.5 hours per week, plus Saturday fixtures

Salary: £32,703

At Wellingborough School, sports are integral to school life, embodying our 'Sports for All' ethos. We aim to provide pupils with opportunities to enjoy sport and achieve success, whether they wish to excel or simply participate. With over 800 fixtures annually, every student has the chance to represent the school, promoting teamwork, competition, and personal achievement.





Purpose of Role: To deliver high-quality sports coaching while coordinating and overseeing the delivery of holiday camps and lettings. The role carries responsibility for planning, organisation, staffing, and communication to ensure all activities run efficiently, safely, and to a high standard.

Our facilities include:

- Two floodlit pitches
- Eight rugby and football pitches
- Five cricket squares
- Eight artificial nets
- Two full-size floodlit artificial pitches
- Five outdoor netball courts (convertible to tennis courts)
- Twenty-four artificial tennis courts
- Versatile Sports Hall
- Two athletics tracks
- Indoor small-bore shooting range

We seek a dynamic sports coach specialising in one or more major sports to deliver quality coaching across various sports during the Michaelmas, Lent, and Trinity terms. The coach will manage school teams and the House sports programme, assisting with coaching major sports each term (Hockey or Rugby; Netball or Football; Cricket or Tennis) in the Senior School. Responsibilities include attending afternoon games sessions, Saturday morning matches, and some after-school coaching sessions.

KEY RESPONSIBILITIES

1. Coaching & Games Programme Support

- Plan and deliver high-quality coaching sessions across a range of year groups.
- Support and contribute to the delivery of the Games programme.
- Assist with fixture organisation and match-day delivery.
- Promote high standards of engagement, behaviour, and pupil development.

- To work closely with the Head of Sport to deliver the schools sport development plan, ensuring a coordinated and progressive approach to participation, performance, coaching and facilities across all levels.
- Assist with planning and implementation of a structured pre-season programme ensuring players are well prepared for their respective terms.
- Contribute to the delivery of fixtures, including Saturday commitments, tournaments and festivals, ensuring smooth operational running.
- Assist in officiating matches at all levels e.g. House Sport. A and B team matches, county, regional and national events.
- Encourage and mentor staff involved in the Games programme through shared expertise, delivering informal INSET.
- Help plan and support internal events such as House competitions, transition activities with primary schools.
- Support the DoS and Head of Sport in establishing partnerships with local clubs and pathways to ensure effective pathway provision for aspiring hockey players.
- Assist in identifying and mentoring talented players, liaising with performance environments where appropriate.
- Support the coordination and delivery of domestic and international sports tours.
- Contribute to sport related admissions and marketing activities, including open days, taster sessions, masterclasses, scholarship assessments, helping to promote Wellingborough School Sport.
- Support the coordination and delivery of school sports tours, both domestic and international.

2. Holiday Camps Delivery

- Assist in delivering structured and engaging holiday camp activities.
- Support daily camp operations, including activity delivery and supervision of groups.
- Maintain high standards of behaviour management and pastoral care.
- Ensure a safe, enjoyable environment for all participants





3. Facility Setup & Equipment Management

- Set up, adjust, and pack away sports equipment in line with school and lettings use.
- Prepare facilities for bookings, training, and events.
- Carry out basic safety checks on equipment and facilities before use.
- Ensure areas are left clean, tidy, and ready for the next user.

4. Lettings Supervision (WSEL)

- Supervise lettings during evening and weekend shifts.
- Support external hirers to ensure safe and appropriate use of facilities.
- Act as on-duty first aider during shifts.
- Report any issues, damage, or incidents to senior staff or WSEL.
- Ensure facilities are secured and left in a safe condition at the end of shifts.

5. Events & General Support

- Assist with internal events such as House competitions and sports days.
- Support open days, taster sessions, and promotional activities.
- Work collaboratively with colleagues across sport and operations.

6. General Responsibilities

- Attend relevant meetings as required.
- Follow school policies, safeguarding procedures, and health & safety requirements.
- Undertake any additional reasonable duties as directed.

Requirements of all staff:

- Pastoral care of pupils (including, where required, leading a tutor group), appropriate and proactive regard for Safeguarding and protocols designed to support the welfare of pupils.
- Full engagement with professional development and appraisal.
- Participation in events and activities as per the Core Expectations for Senior School staff.
- Proper and professional regard for the ethics, policies and practices of the School in which they teach and maintain high standards in their own attendance and punctuality.



REVISION OF JOB DESCRIPTION

There will be a periodic review to ensure that the principal duties have remained as stated above or that any changes have been made in agreement with the incumbent.

The duties of the post could vary from time to time as a result of new legislation, changes in technology or policy changes in which case appropriate training may be given to enable the post holder to undertake this new/varied work.

Benefits

- Generous pension scheme
- Free lunch available for all staff during term-time
- An employee wellbeing programme offering free and confidential support
- Free use of the School's fitness facilities, and subsidised use of our other facilities on an availability basis
- Free on-site parking
- Support for Government schemes (Cycle to Work etc)
- A warm and supportive working environment

SAFEGUARDING

The post holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom s/he is responsible, or with whom s/he comes into contact 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 risk to the safety or welfare of children in the School s/he must report any concerns to the School's Designated Person or to the Headmaster.



THE PERSON

Qualifications	Essential	Desirable
Level 2 Coaching Qualification in at least one of the major sports	Yes	
Level 3 Coaching Qualification in at least one of the major sports		Yes
Refereeing/Umpiring qualification		Yes
Minibus license		Yes
Skills and Experience		
Personal playing and/or coaching experience to a good level or above.	Yes	
Proven ability to deliver high quality coaching sessions that engage, challenge and motivate young people.	Yes	
First Aid Qualification.		Yes
High level of competency in the use of ICT.	Yes	
Delivery of an effective sports programme within a school environment.		Yes
To be able to demonstrate excellent sports coaching knowledge.	Yes	
Strong ability to mentor and support other coaches or teachers, promoting consistent standards and shared development.		Yes
Experience of building partnerships with local clubs and pathways.	Yes	
Personal Qualities		
Excellent communication skills	Yes	
Highly organised, punctual and efficient	Yes	
A willingness to continue to develop as a professional	Yes	
Flexibility and adaptability	Yes	
Ability to work in a team	Yes	
Demonstrates consistently high standards in behaviour, presentation, and safeguarding.	Yes	

THE PROCESS

The application form should be returned together with a covering letter in which the applicant should explain what he/she can offer to the post.

Applications by e-mail are welcome. CVs are not required. Please send them for the attention of Lulu Corrigan, Head of HR, to recruitment@wellingboroughschool.org by **9am on Thursday, 8th October 2026**.

Applicants may be invited to **interview before the closing date**. Where possible interviews will take place in person, however due to the school holiday period these may also be conducted online.

[www.wellingboroughschool.org/useful-information/employment-opportunities/
recruitment@wellingboroughschool.org](http://www.wellingboroughschool.org/useful-information/employment-opportunities/recruitment@wellingboroughschool.org)
01933 222427



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