



Candidate information for

Assistant Director of Sport – Boys

Hurst



“The Curriculum is
challenging and well
matched to pupils’
needs and interests.
**This is a significant
strength of the school.”**

Independent Schools Inspectorate

Hello + Welcome





Welcome from the Head of College

Hurst is a wonderful place to work and to live. We have a clear sense of our educational values, which underpin our vision for the future. Our mission and purpose as staff is based on a wholehearted commitment to ensuring that every pupil experiences an outstanding all-round education. Through this educational experience we seek to prepare the children in our care for life beyond Hurst.

Our educational philosophy is about far more than just exam grades; a Hurst education is genuinely holistic and rounded. We believe that pupils develop through a full-on engagement with every aspect of school life, whether in the classroom, in boarding and day Houses, or in sports teams, choirs, orchestras, casts, activity sessions, DofE groups and so much more. As such we seek to recruit staff who not only buy into this culture, but who will actively support and coach the pupils in these areas, as well as be role models for the Hurst values in the way that they lead their own lives.

In the same way that we care about the personal development of every single pupil, we also care about the development—personal as well as professional—of every member of staff. This requires a significant degree of commitment, and it comes with huge rewards for those who embrace the challenge. Our 'Teach Hurst' and 'Lead Hurst' programmes are proof of our commitment to our staff, and offer a unique and exciting way to develop a career in teaching. If you have got the potential and the willingness to work hard to fulfil it, then we will provide you with the training, the support and the opportunities to help you get there. You will not be the first to walk down that path, and you certainly won't be the last.

Before you even reach for the application form, I hope that you get a strong sense that being a member of the Hurst community is very much a way of life—not just for the pupils who attend Hurst, but also for the talented, inspirational and dedicated staff who work here. It's more than just a job. It's a vocation. If that appeals to you, then we would love to hear from you and I look forward to meeting you here at Hurst.

Dominic Mott

An introduction to the College

Hurstpierpoint College is one of the country's leading HMC co-educational schools and has a reputation for ensuring that every pupil experiences an outstanding all-round education that prepares them for life.

The College comprises a Sixth Form, Senior School, Senior Prep and Junior Prep with 1,300 pupils in total. Over half the pupils in the Senior School are boarders (weekly or flexi). Hurst is a significant medium-sized enterprise in Mid Sussex with around 480 employees and an annual turnover of £35 million.

What particularly strikes visitors to the College is the vibrant dynamic of our community. Situated within a 100-acre campus, surrounded by beautiful countryside, Hurst lies on the border of the South Downs National Park, close to the village of Hurstpierpoint in West Sussex.

This superb location is also just 20 minutes from the city and beaches of Brighton and Hove, whilst London train stations can be reached from Hassocks or Haywards Heath in under an hour.

The central campus is thoughtfully laid out and planned with zones for the Academic, Co-Curricular and Pastoral areas of school life. These all lie at the centre of a superbly equipped broader campus.

Hurst has an excellent academic track record and the vast majority of pupils go on to Russell Group universities including Oxford, Cambridge, and various London Universities, as well as large numbers to Exeter, Bristol and Durham.

Founded in 1849 by Nathaniel Woodard, Hurst is a Church of England College. The Christian ethos underpins College life but we are a diverse community; we welcome those of other faiths, or no faith, and pursue an inclusive approach in all that we do.

The College is a co-sponsor, together with the Diocese of Chichester, of the newly formed Hurst Education Trust, a local multi academy trust. The Trust currently has four local primary schools, although we envisage that it will grow over time.

Superb facilities

The College has invested heavily in campus developments, including substantial new academic and sports facilities, in addition to an extensive programme of day and boarding house refurbishments.

In the last five years, major developments have included the New Bury Theatre which opened in 2018, Pelican House in 2020, two new science laboratories in 2021, a complete overhaul of the College's catering facilities - completed in 2022 - and an extension to Eagle House and refurbishment of Woodard House in 2023.

Construction is currently underway on a new swimming pool. Future planned developments include upgrading our boarding house facilities, alongside the continued programme of refurbishing the College's existing facilities.





Assistant Director of Sport – Boys

Reporting to: Director of Sport

Salary: Highly competitive salary and benefits

The bedrock of our sporting provision is pupil engagement, and a programme that caters for all our students in terms of performance and participation. Our 'no-one on the bench' mantra really does encapsulate our ethos. Central to this programme is the ambition to provide every student with a sporting diet which engages them in an enjoyable, challenging, and meaningful way, be that traditional team sport, more individual sports, or a whole host of outdoor pursuits. The overarching aim is to encourage the students to develop a lifelong love of sport and physical activity with a view to adopting a healthy, active lifestyle.

Hurst has established an enviable reputation for the quality, breadth, and inclusivity of its sporting provision. We are blessed with passionate, committed and highly talented staff who help to deliver our 'sporting achievement for all' policy, which pays equal attention to students of all abilities.

Hurst has a superb 140-acre campus and an impressive range of sporting facilities which includes three AstroTurf pitches, expanded netball/tennis facilities, and a large bank of artificial cricket nets, which were recently installed. Continued improvements to our sporting provision all serve to demonstrate a genuine commitment to sport at the College.

Key Qualities

Hurst has a reputation for offering an excellent all-round education with a strong academic core for every child.

The role of Assistant Director of Sport is designed to complement the role of the Director of Sport (DSp) who will retain overall charge but will delegate responsibility for specific areas, split in to Girls and Boys Sport.

Essential

The successful candidate will have:

Proven ability to lead, motivate and empower a body of academic and non-academic staff.

Significant experience of developing and delivering sports programmes.

Proven coaching experience from Prep School to Senior School, including working with elite players.

Strong organisational, administration and time management skills.

Excellent communications skills, both written and oral.

IT skills necessary for report writing and general communication.

Flexibility and willingness to work irregular hours as necessary.

An interest in the educational sector and an appetite for life in a school with thriving intellectual, cultural and sporting ambition.

Desirable (not essential)

The successful candidate will have:

The ability to teach an academic subject to GCSE and A-level.





Principle Duties and Responsibilities

- Take an overview of the development, promotion and delivery of Games within the school, liaising with heads of individual sports where necessary, and in consultation with the Director of Sport (DoS).
- Deliver high quality coaching in at least one major sport
- In consultation with the DoS and the Deputy Head Co-curricular (DHCC), assist with planning for the strategic development of sport and sporting facilities at the school, as part of the wider school strategic plan.
- Liaise closely with the DoS and assist with the day to day running of the department, including as necessary, liaison with other key stakeholders (e.g. coaches, Heads of Sport), planning fixtures, tournaments and trips, and attendance at these as required.
- Ensure, in consultation with other Co-curricular leads, that each pupil's programme is balanced and clashes are resolved in a sensitive and timely fashion.
- Assist with the allocation of appropriately skilled staff to run the school's programme of sport in liaison with the DoS, the DHCC, members of staff in charge of sports and the HR department.
- In consultation with the DoS, plan and manage coaching development for relevant sports at the school.
- Assist the DoS in the production of timely and appropriate budget bids and in monitoring use of funds across different areas.
- Assist with management of gap students/graduate assistants and other staff within the department, and the planning of CPD and delivery of PRS as needed.
- Assist the DoS with organising, co-ordinating and assessing scholarship candidates
- Contribute as required to key College events, such as Open Mornings.
- Promote Hurst College as required in liaison with the Marketing department.

Your benefits



Membership of the College's contributory pension scheme with The Pensions Trust. The College will double the employee's pension contribution up to 7.5% (i.e. the maximum total contributions will be 22.5%).

Free dining and refreshment facilities during term time.

Extensive professional development programmes, together with career opportunities across the College and Hurst Education Trust.

Free use of extensive sports and leisure facilities.

Comprehensive health and wellbeing offering including an on-site mind clinic, wellbeing MOTs, Employee Assistance Programme and Chaplaincy.

Contributory BUPA Health Insurance.

Cycle to work scheme.

Social calendar of events.

Free on-site parking.

How to apply



The application process

Interested candidates should submit a covering letter, CV and application form to recruitment@hppc.co.uk

Safeguarding and equal opportunities

Hurst is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to an enhanced DBS disclosure, the receipt of satisfactory references, the College's pre-employment medical questionnaire, relevant original ID documentation and examination certificates. The College understands that a robust, fair and transparent recruitment and selection policy plays a central role in achieving this aim. Our full equal opportunities policy is available in the Policy Documents section of our website.

Information



Further information

For further information please see our website at hppc.co.uk/work-with-us

Terms and conditions

The salary will be competitive and reflect the importance of the role as well as the experience and qualifications of the successful candidate.

Applications will be considered as they are received.

Hurst

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