

Assistant Director of Hockey

March 2026



Welcome

Thank you for your interest in Haileybury. This is an exciting opportunity to join a highly successful school which is moving forward with confidence and a real sense of purpose. Haileybury was last year chosen as the 'Boarding School of the Year' by TES and, in 2023, was announced as the UK's best fully co- educational IB school.

Haileybury is a dynamic, outward-looking and future oriented school. We want our pupils to leave school with the values, skills and credentials they will need to thrive. We want our provision to be 21st Century relevant. We have recently completed a world class STEM facility, which allows our pupils to take part in research projects no other UK school can offer, and only a handful of other schools around the world can provide. Our attention is now turning to our next set of ambitious ventures.

We are ambitious and we pursue excellence, but Haileybury's success is built on the strength of each person's commitment to doing the very best they can for our school. If you feel excited by the prospect of being a member of a dynamic and successful team, then we would welcome your application.

Eugene du Toit
The Master



The School

Haileybury is a co-educational boarding and day school for pupils aged 11-18. There are currently over 900 pupils at the School. Demand for places and pupil numbers has increased dramatically in recent years.

The Haileybury of today enjoys an excellent worldwide and national reputation. This reputation is primarily based on the very high standard of education that is provided at the School. This was reflected in the report written by the ISI Inspection team who visited the School in October 2025. The report gives a clear picture of a progressive, ambitious school which offers its pupils the very best all-round education. A copy of the report can be viewed [here](#).

Haileybury is a dynamic, outward-looking and future-oriented school. It aims to provide high academic achievement, outstanding pastoral care and a rich and varied co-curricular programme; we want our pupils to leave school as confident, rounded and ambitious individuals. As a large, diverse community, the fundamental values of service, empathy and respect are essential. Pupil voice is important and there are many opportunities for pupils to express their opinions, including an active Pupil Senate. The team of teaching and operations staff are dedicated and highly professional.

Haileybury comprises a dedicated Lower School (Years 7 and 8), a Middle School for Years 9-11 and a Sixth Form of around 360 pupils. All senior pupils are boarders or day pupils in one of the 12 senior Houses. There is also a junior boarding House and a junior day House. The Houses are set within the extensive campus grounds, and most of the teachers are also accommodated within 5 minutes walk of the School. The sense of community at the School is especially strong.

Haileybury has a vibrant academic culture. Its curriculum model is distinct and in the Sixth Form pupils have the choice of following the International Baccalaureate Diploma Programme (IBDP) or A levels. The most popular UK university destinations include Oxbridge and the Russell Group; Haileybury's pupils also achieve places at top North American and European universities.

Haileybury has a strong international dimension with two partner schools operating in Kazakhstan, and one each in Bangladesh and Malta. Haileybury is the sponsor of Haileybury Turnford, a nearby academy, and enjoys a well-established partnership with the school.



Haileybury

Sport at Haileybury

Sport is integral to life at Haileybury and we encourage sporting excellence on both an individual and a team level. At the same time we strongly foster a “sport for all” mentality throughout the School and all our pupils participate in our sporting curriculum. The week has three primary sporting slots with Tuesday, Thursday and Saturday afternoons being devoted to sport throughout the year for the Main School. The Lower School has sport on a Wednesday afternoon and a Saturday morning. There are also lunchtime sessions, afternoon sessions and further training takes place on most evenings too.

Haileybury has a history of producing players who go on to perform at an elite level, with a number of Old Haileyburians playing internationally currently: Jamie George, Sam Bilings, Nick Isiekwe, Oscar Piastrì, Lizzie Bird and Nick Page. Others have gone on to play at a professional level: Zara Everitt, Izzy Stibbs (both London Pulse Netball), Tom Bilings (World Rackets number 1), and Scarlett Spavin (Durham & England U21 Hockey).

We currently have 70 representative players within the pupil body, including several at international age group level in: England Rugby, England Hockey, England Lacrosse, England Netball and England Schools Cricket.

Staffing

We have Directors of focus sports: Hockey, Rugby, Cricket, Netball and Strength and Conditioning. In addition to these roles, all the teaching staff are part of the coaching structure. Our teaching staff includes high calibre sports people in their own right.

Schedule

Girls will typically play hockey, lacrosse, football, netball and cricket, and boys will typically play rugby, hockey, football and cricket through the seasons of the year.

Results

The focus sports are very strong, with hockey seeing girls and boys win 2024 national finals (U16 boys and U15 girls), and most recently winning bronze in Tier 1 national finals, whilst also sporting 28 teams across the School. Boys’ rugby regularly features in the top 10 in the national ranking, whilst sporting C teams in each age group. Cricket 2024 and 2025 saw the boys’ XI reach the last eight in the country. Our first VII netball team made it to top 5 in the country last year, whilst having unbeaten seasons for 5th VII and U15C. The lacrosse and swimming teams are also very strong and both entered the 2025 season as defending National Champions.

Facilities

We have the best range of facilities in the East of England, including: 20 winter sport pitches; football, rugby and lacrosse, 11 cricket squares, 2 astro turf hockey pitches, 8 netball/ tennis courts, rackets and squash courts, and an indoor tennis centre.

All the latest sports information can be found [here](#).



The role

Haileybury is seeking to appoint an Assistant Director of Hockey to further strengthen its outstanding coaching provision.

Hockey is the flagship sport for girls at Haileybury, with over 20 teams catering to a wide range of ages and abilities. The programme is expertly led by Rob Schilling, and supported by a high-calibre coaching staff, including National League players.

The School has enjoyed significant success in recent years. The girls' U18 won silver in the indoor national finals in November, girls' U16 won bronze (having won gold in 2024) and the boys' U18 also made the national indoor finals. Outdoors, U18 girls' 1st XI have reached the national semi-finals three times in the past five years, winning the title in 2021 and finishing as runners-up in 2023. They won bronze in March 2026 in the Tier 1 National finals. The boys' programme is strong at the top end, with the U16 squad reaching the national semi-finals in 2023, and reaching the Tier 2 national final in April this year.

Both boys and girls experience tours abroad, with trips to Europe a regular feature of the programme.

The School's facilities are excellent, with a newly laid AstroTurf being a particular feature and a newly laid indoor surface. We regularly host IAPS and county age group tournaments and, last term,, Haileybury were the host venue for the National U13 Finals.

The successful candidate will join this exceptional coaching team and will be expected to contribute to both the leadership of the hockey programme and the wider co-curricular life of the School.



Responsibilities

- Play a key role in the coaching of hockey (boys and girls) across all current teams.
- Lead and implement the coaching programme for boys' hockey.
- Act as a core element of Haileybury's strategic hockey outreach programme: evening coaching in local clubs, coaching in state and prep schools; be a weekly presence at Talent Academy; helping to plan, organise and run hockey tournaments and masterclasses at the School.
- Deliver 1:1 and group coaching sessions to HPP and development players.
- Liaise with the Director of Hockey to identify staff training needs and organise and deliver a programme of staff development.
- Assist the Director of Hockey with the identification of potential talented athletes for 11+, 13+ and 16+ scholarships.
- Assist in the development and implementation of the hockey programme's video analysis strategy.
- Contribute to the Haileybury sports programme across all three terms, beyond hockey.
- Tour abroad and run pre-season as appropriate.
- Establish and develop a school holiday time hockey camp both for profit and recruitment purposes.



Other requirements

Safeguarding and Child Protection

All employees must be aware of their responsibilities for promoting and safeguarding the welfare of children and young persons with whom they may come into contact whilst at Haileybury. Employees must comply with the School's Safeguarding and Child Protection Policy and must be familiar with how to raise any safeguarding or child protection concerns.

Health and Safety

In accordance with the Health and Safety at Work etc. Act 1974 and associated legislation, all employees must comply with relevant health and safety procedures and guidance at all times. They must be familiar with, and assist the School in the implementation of, its Health and Safety Policy which is available on the School Portal.

Employees must also adhere to any requirements arising from, or relating to, any relevant risk assessments, Control of Substances Hazardous to Health (COSHH), PPE, and manual handling. Specifically, employees must carry out all duties in a manner which does not endanger themselves or others.

Equality and Diversity

Employees must comply with the School's equality, diversity and inclusion policies and practices in force from time to time and must carry out their duties in a manner which does not discriminate against any person on the grounds of any protected characteristic.

Code of Conduct

Employees at Haileybury are expected to work together cooperatively showing respect, courtesy and helpfulness to others at all times. Employees should work to actively support and promote the School's positive ethos and culture, and must act in accordance with the School's Staff Code of Conduct.

Data Protection

All employees must comply with the School's Data Protection Policy, and must carry out their duties in a manner which is consistent with this policy and data protection legislation generally.



Person specification

Qualifications

- A recognised Level 2 (or higher) coaching qualification accredited by England Hockey

Knowledge, Skills and Experience

- Must have experience of playing or coaching hockey to a high level
- Experience of coaching at a variety of levels and ages
- Ability to motivate and encourage participation
- Evidence of strong organisational skills and the ability to work independently, with a proactive, flexible and positive approach
- Excellent administration skills and attention to detail

Personal Attributes

- Display excellent interpersonal skills, oral and written communication skills to engage with pupils, staff and key stakeholders
- Demonstrate evidence of diplomacy, discretion, and professionalism

The post-holder may be required to undertake any other reasonable task requested by the Director of Sport or Deputy Head Co-Curricular which fall within their capabilities and which are in accordance with the usual practice of an independent boarding school.



Benefits

Staff have the opportunity to utilise the School's wonderful facilities including fitness suite, swimming pool, and tennis centre, at certain times, and participate in the Cycle to Work scheme.

Other benefits include pension and group life assurance.

Professional development and learning sit at the heart of the School, and the successful post-holder will be joining a vibrant intellectual community.

Our staff body is collegiate and supportive, and staff wellbeing is prioritised. The School has a full-time Health and Wellbeing Centre and Chaplain.



Application process

To apply for this position, please complete the application form in full, with reference to the candidate brief, and return it to hr@haileybury.com by **midday on Friday 17 April 2026**.

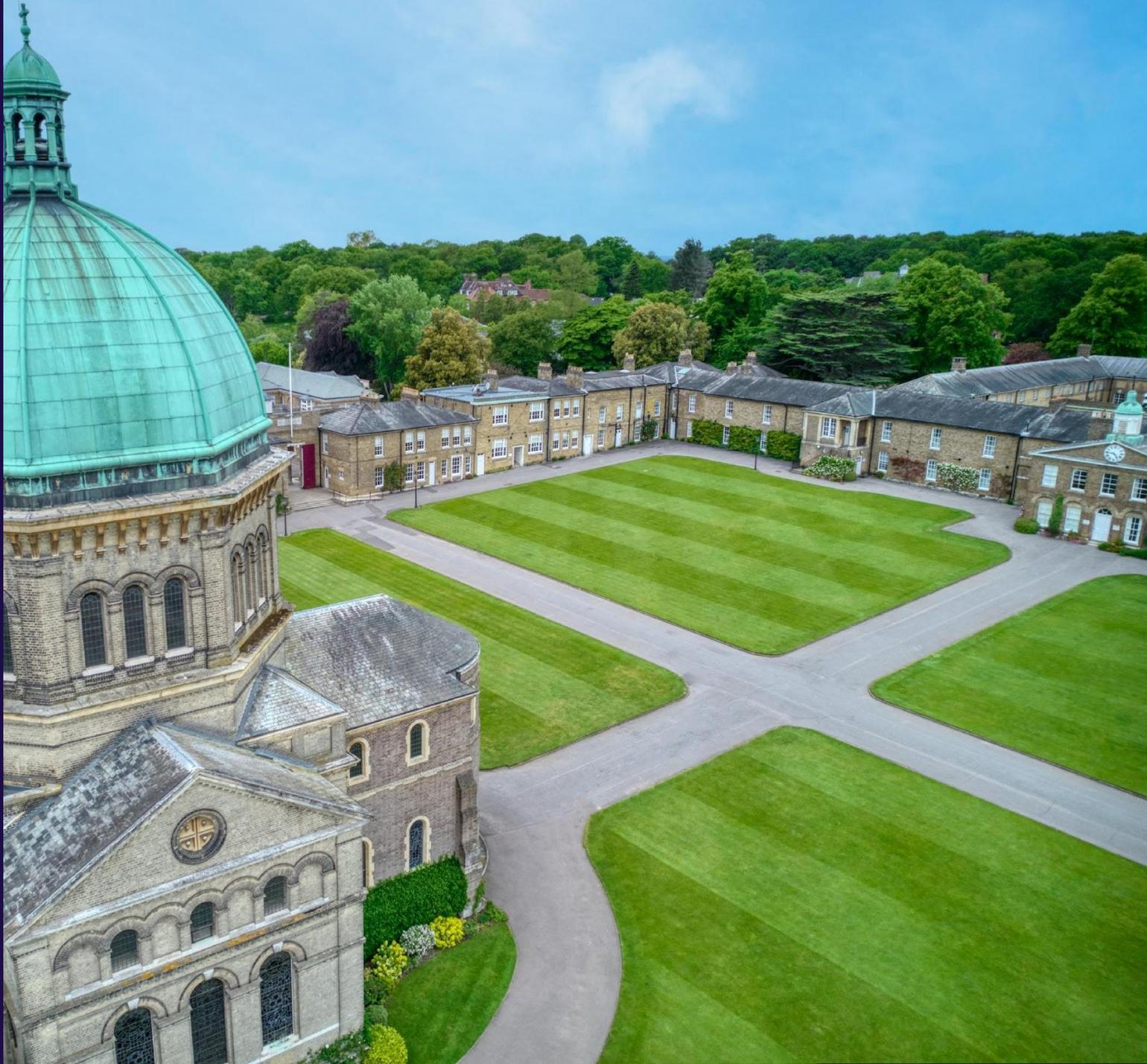
Please be aware that we cannot consider an application unless the application form has been filled in completely, including details of your full employment history.

The School reserves the right to make an appointment before the closing date; candidates are therefore encouraged to apply as soon as possible.

The School has a diverse pupil body and is committed to its strategy of equal opportunity, diversity and inclusion. We encourage applications from candidates with a wide range of backgrounds to enrich our collective knowledge and experience. Appointments will be made on merit.

Haileybury is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants for the above post must be willing to undergo child protection vetting, including reference checks with previous employers, prohibition checks and a criminal record check via the Disclosure and Barring Service.





Haileybury

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