

# Fitness / Strength and Conditioning Coach

## September 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

# Strength & Conditioning at Haileybury

Athletic development at Haileybury is an integral part of school life. The programme takes a holistic approach to youth athletic development, laying strong foundations at the early stages of the school experience, before systematically challenging pupils to reach their full potential.

Our Head of Athletic Development, oversees the strength and conditioning programme for the whole school. The programme is run for all pupils to access within the academic week. Individuals participate in the programme for a variety of reasons ranging from enhancing their athletic performance to improving their general health and wellbeing. All sessions take place within the Athletic Development Centre (ADC) which embodies a professional, coached environment.

The various facets of strength and conditioning include:

**The High Performance Programme:** tailored, sport-specific programmes delivered to our top athletes under the supervision of our expert coaches. These take place on a one-to-one or small-group basis.

**Sports Teams:** our leading sports teams are given at least one weekly session in the ADC depending on the sport and age group during the season. There may also be additional pre and post-season training sessions to maximise athletic development.

**Drop-in Sessions:** these are times blocked out in the week when pupils can come in and work through sessions, planned by the Head of Athletic Development, to aid physical development and athletic abilities. It also allows those who are not associated with team sports to access the facility.

**Physio and Rehabilitation:** this is overseen by our Physiotherapist and the Head of Athletic Development. This allows injured athletes a quick and personal recovery process.

**Lower School:** strength and conditioning is becoming an increasingly important part of the Lower School PE and games programme, coordinated by the Assistant Director of Sport for Lower School. It is a unique and fun experience which drives fundamental movement skills and physical literacy for pupils.

## Facilities

Sessions are performed both in and outside of a gym setting. However, the main setting for strength and conditioning is the Athletic Development Centre. This is a state-of-the-art facility which provides all the tools for young athletes to maximise their physical potential.

We also possess a more traditional fitness suite, which is open to pupils at set times of the day. It is equipped with a mixture of weight-stacked machines, cable pulleys and cardio equipment.



# The role & responsibilities

Haileybury wishes to appoint a Fitness / Strength and Conditioning Coach to support the physical development of pupils aged 11–18 across all levels of sporting participation, from beginners through to national-standard athletes.

The successful candidate will deliver high-quality strength and conditioning provision within the School's fitness suite, physiotherapy suite, and Athletic Development Centre.

The role involves working approximately 40+ hours per week during term time, plus seven days during School holidays, with working hours agreed in consultation with the Director of Sport.

The Fitness/ Strength and Conditioning Coach will report directly to the Head of Athletic Development and work closely with the Director of Sport to support the school's athletic performance programme.



# Responsibilities

You will be working to improve performance and prevent injury across the Haileybury sporting programme, and provide extra sessions for pupils who wish to maintain good levels of fitness in their own time and who wish to enhance their fitness to manage stress and to perform better in the classroom. This will include a combination at the various times of day with performance squads, non-team well-being sessions, injury rehabilitation groups and fundamental movement groups.

Other aspects of the role include:

- support for scholarship testing days,
- sporting outreach with feeder schools and clubs,
- pre season training, where applicable
- continuous professional development of Haileybury coaching staff regarding athletic preparation

Working across this sporting remit will require you to work flexible hours in line with pupils' school and sporting schedule, this may include early morning, evening and weekend work.

It should be noted that the above list of duties is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only. There may be other duties required to ensure the smooth running of the Sports Centre/Department, and in particular when the facilities are evolved and enhanced.



# 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

- Fitness coach qualifications, or be keen to gain (UKSCA) qualifications in due course
- Current Basic Life Support training and First Aid qualifications
- Current Professional Indemnity Insurance cover
- Sport Science degree (or equivalent) is desirable but not essential

## Knowledge, Skills and Experience

- Experience delivering fitness based coaching programmes to young athletes
- Be confident in leading on foot gradual return to sport sessions.
- Experience with speed/on feet conditioning
- An ability to tailor sessions on the spot

## Personal Attributes

- Approachable and friendly
- Smart appearance
- Honest, polite, reliable, resourceful, punctual and committed
- Well organised; able to manage treatment time efficiently
- Enthusiastic, with the ability to learn and a commitment to regularly updating knowledge and expertise
- Team player
- Able to work on own initiative
- Self-motivated with a positive attitude
- An eye for detail
- Understand issues of confidentiality
- Excellent interpersonal, communication and leadership skills



# Benefits

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

Staff are also provided with lunch within our magnificent dining hall.

Other benefits include cycle to work and EV scheme, 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](mailto:hr@haileybury.com) by **midday** on **1 June 2026**.

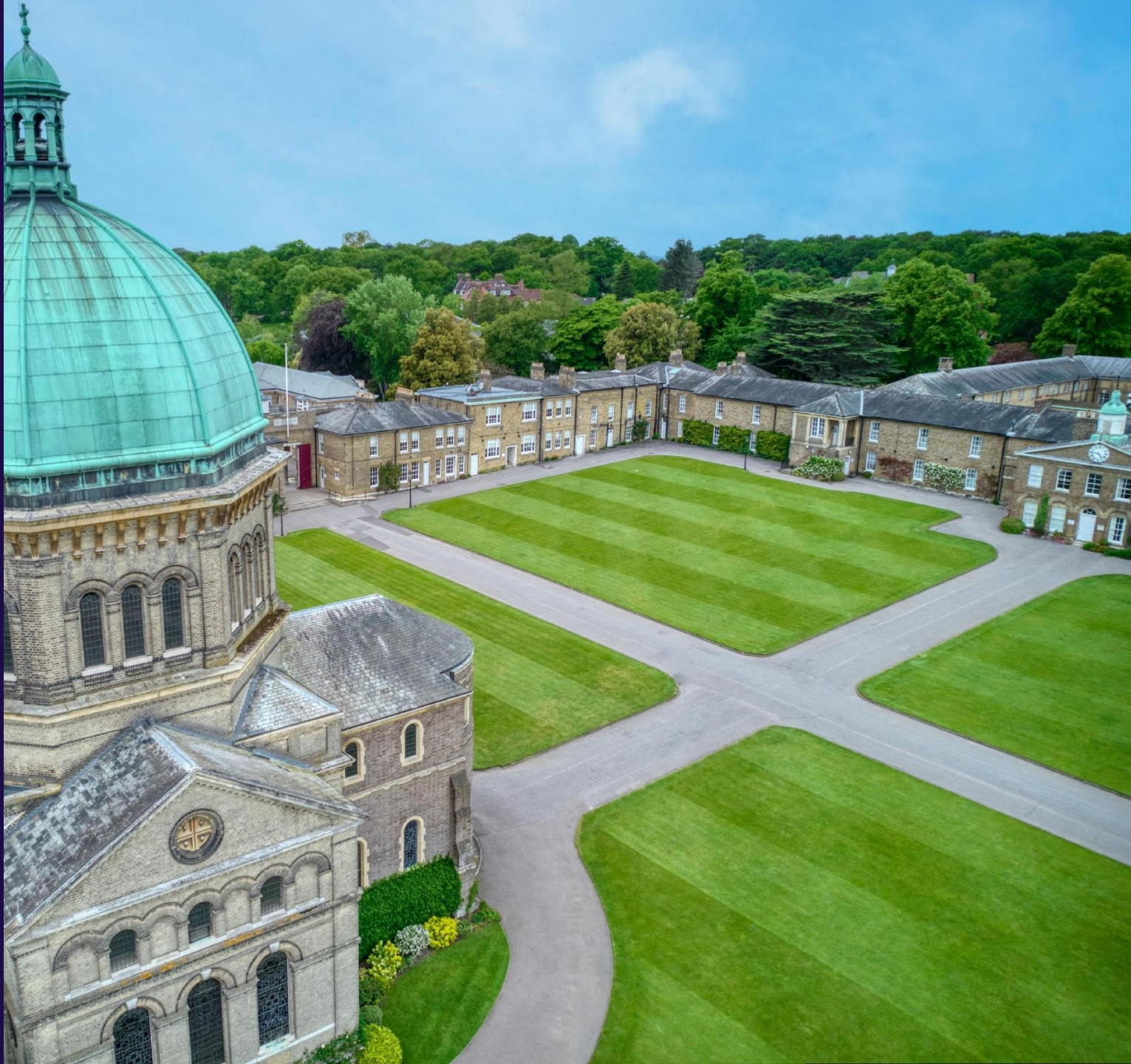
Please be aware that we cannot consider an application unless the application form has been filled in completely, including details of your full employment history.

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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