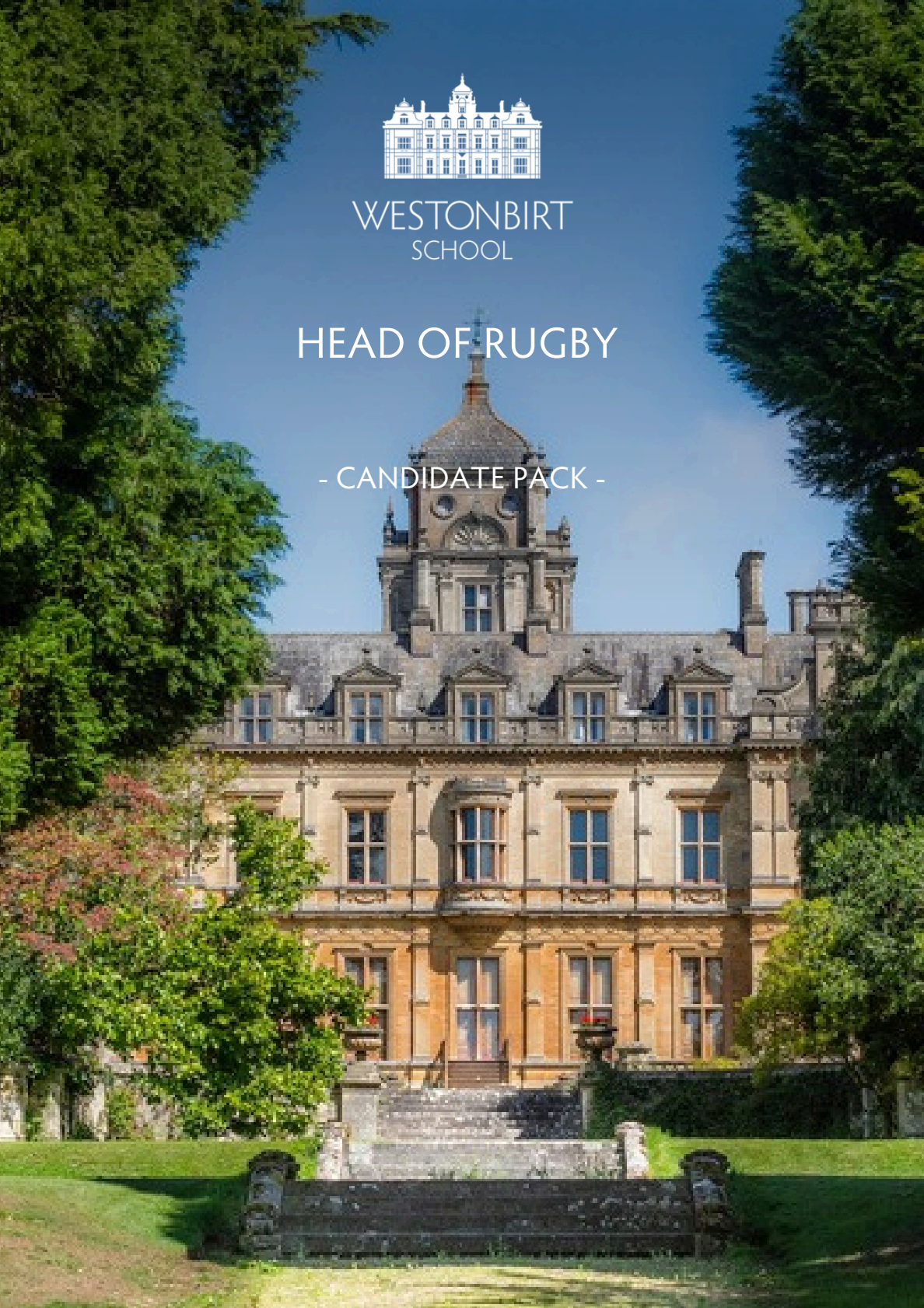




WESTONBIRT  
SCHOOL

HEAD OF RUGBY

- CANDIDATE PACK -



## WELCOME FROM DINA POROVIC

A very warm welcome to Westonbirt!

We are so much more than a school. We are driven by an unshakeable commitment to enabling young people to flourish and thrive in all aspects of their lives. We believe in nurturing individuals who grow up knowing their own worth and the positive impact that they can make. We are guided by a deep belief in the endless potential of every child, which underpins our pursuit of excellence and the high expectations that we have of them.

We model for our pupils a collective lifelong commitment to learning. We are ambitious for and on behalf of them. Intellectual curiosity and an appreciation of the beauty and fragility of this world underpin the approach we take to ensure that the experience of learning is relevant and inspiring. Set within an extraordinary natural environment, Westonbirt offers space to think and to create. This freedom allows pupils to challenge themselves without fear, understanding that growth comes not from the pursuit of perfection, but from effort, reflection and resilience. Individuality is celebrated and pupils develop confidence that is grounded and authentic.

Life at Westonbirt extends far beyond the classroom. Whether through sport, music, drama or creative pursuits, whether leading or learning a new skill, pupils are encouraged to push beyond known horizons and challenge their pre-conceived limitations. They are supported by exceptional staff who are invested in ensuring every child is known, valued and guided to become the very best version of themselves and to experience success.

Westonbirt is a community bound by shared values and a fierce sense of loyalty. We aim to develop young people who are compassionate and courageous, ready not only for university or the next stage of their education, but for exciting, fulfilling and productive lives well beyond their school years. While we are proud of the outcomes our pupils achieve, we measure our success by the stories they create and the good they go on to do in the world.

If our vision and commitment to young people inspires and excites you then I very much hope that you will consider applying. A warm welcome in the most beautiful setting awaits you!



Dina Porovic  
Head



## THE OPPORTUNITY

Westonbirt School is looking for an engaging and talented Rugby Coach who has the relevant skills and experience to take on the role of Head of Rugby. The Head of Rugby will lead, develop, and implement an engaging and high-performing rugby programme across both the Prep and Senior Schools. The post-holder will elevate the school's rugby profile locally, nationally, and internationally by establishing a clear development pathway, driving pupil recruitment, and fostering robust external relationships. Operating as a key figure within the sports department, they will inspire a culture of excellence, sportsmanship, and holistic pupil development.

This role is open to both part time ( 0.8) and full time applications and will include Saturdays as well as National (and potentially International) travel with the Rugby Teams.

### The Sports Department:

Major sports at Westonbirt School includes Lacrosse, Netball, Rugby, Hockey and Cricket. Football is an emerging and popular addition to the programme, while Golf, Tennis, Swimming, Athletics, Basketball, Equestrianism and Polo also play an important part in the overall offering.

Westonbirt is a medium-sized school with a track record of punching above its weight and an ambition to develop further. The school benefits from excellent sports facilities which include acres of playing fields, indoor Sports Centre, full size Astro turf pitch, 25m Swimming Pool, a 9-hole Golf Course and arguably one of the most picturesque cricket squares in the country.

## HOURS, SALARY & BENEFITS

Full time or Part Time (0.8) position, starting in September 2026

Salary: An attractive salary & benefits package will be provided.

### Benefits:

- Defined pension contribution
- Means tested staff discount
- Complementary lunch
- Access to the group's counselling scheme
- Personal accident cover at work
- On site parking
- Pre-paid shopping discount card
- Cycle to work scheme

If you need any adjustment for the application or interview process please contact:

**[HR@westonbirtschool.uk](mailto:HR@westonbirtschool.uk)**

## APPLICATION & KEY INFO

Applicants should complete the school's application form - [link here](#)

The application form may be accompanied by a covering letter of no more than one page.

The closing date for applications is 12pm on Friday 19<sup>th</sup> June 2026.

Applications will be reviewed as they are received, and we will organise interviews as we receive applications. Prompt application is encouraged.

Westonbirt Schools are committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers, reference and medical checks and the Disclosure and Barring Service.

Wishford Education is an equal opportunities employer and welcomes applications from all backgrounds. Appointments will be made solely on merit and will be made without regard to age, disability, gender, nationality, race, colour, ethnicity, or religion.



## JOB DESCRIPTION

### Rugby Programme Leadership & Strategy

- Strategic vision: Design, implement, and lead a cohesive rugby strategy and pathway programme spanning Prep and Senior Schools.
- Fixture management: Assist the Director of Sport in scheduling and managing a prestigious, competitive fixture list across all year groups, including transport & catering logistics.
- Competition entry: Ensure school representation in local, regional, and national competitions, tournaments, and championships.
- Internal events: Organise and oversee all inter-house rugby tournaments for the whole school.
- Camps & masterclasses: Plan and execute comprehensive pre-season training camps and elite masterclass sessions with guest coaches.
- Professional development: Keep up to date with new rugby rules and trends to advise the Director of Sport and ensure coaching remains modern and effective.

### Coaching & Match Day

- Curriculum delivery: Plan, prepare, and deliver high-quality schemes of work for timetabled Games lessons and extra-curricular coaching, preseason training and S&C.
- Match involvement: Oversee and coach designated Senior and Prep school teams during midweek and Saturday fixtures.

- Officiating: Referee competitive fixtures as required, upholding high standards of game management.
- Player conduct: Ensure pupils represent the school to the highest standards regarding dress, punctuality, engagement, sportsmanship, and respect for officials.

### Recruitment, outreach & partnerships

- Community relations: Develop and manage a robust outreach programme to build relationships with local rugby clubs and schools.
- Pupil recruitment: Actively drive pupil recruitment and enhance the school's sporting profile through community engagement.
- Group synergy: Build and maintain strong collaborative relationships with the Wishford Schools group.
- Scholarship programme: Support the identification, recruitment, assessment, and ongoing mentoring of Sports Scholars.

### Pupil welfare & administration

- Pupil wellbeing: Support the holistic welfare, safety, and physical/emotional development of all pupils within the programme.
- Reporting & Assessment: Write detailed, constructive pupil progress reports and provide feedback on achievement and attitude within Core Games.
- Communication: Create accurate team lists, distribute match results, and write reports for social media, school newsletters, and parents in a timely manner.



- Data tracking: Maintain accurate participation records for extra-curricular activities and share data with Pastoral teams and the Director of Sport.

### General Duties

- To contribute to boarding life through the evening and weekend programme.
- Ensure the safe and appropriate behaviour of students outside of lessons.
- Raise issues with Heads of Year or the safeguarding lead according to school policy.
- Lead extra curricular activities and show a commitment to the development of the whole child.
- Respond in a timely and thorough way to requests for information about the progress and attitude of pupils both to parents and staff as required.
- Uphold school values and promote the school on a local, national and international level as appropriate.
- Be aware of and comply with health and safety policies, legislation and best practice.
- To work within the school procedures and codes of practice.
- Attending and participating meetings arranged for purposes of any of the above.
- To undertake such other duties as required by the Senior Leadership Team.

### Experience:

- A level 2 Rugby Coaching qualification
- A track record of excellent pupil progress and attainment
- Evidence of a commitment to continue professional development.

### Personal Qualities:

- A 'can do' attitude and the willingness to work hard to get things done.
- Ambition, energy, enthusiasm and commitment.
- Interest in, and a keenness to be involved with, the extra-curricular life of the school.
- A confident, caring and compassionate approach that ensures positive relationships with colleagues, parents & guardians and pupils.
- Be able to take the initiative; with the ability to take / an idea, developing it through to completion.
- Have a good sense of humour and be flexible and adaptable.
- Excellent organisation skills.
- Excellent verbal and written English skills, an eye for detail.
- A proactive approach, able to work independently as well as part of a larger team.

## PERSON SPECIFICATION

The successful candidate will have the following skills, experience and qualities:

### Skills:

- Committed to deliver outstanding coaching based on exceptional subject knowledge.
- Excellent communication skills and ability to build relationships with pupils, parents and colleagues.
- Excellent planning, administration and time management skills.
- The ability to work to deadlines.



## WESTONBIRT SCHOOL

Westonbirt School is a co-ed independent day and boarding school for boys and girls aged 2 to 18 years, located in the Cotswolds, 90 minutes from London. At Westonbirt you will find an inspired community, set within 210 acres of parkland grounds and a breathtaking mansion. With an ethos of greenhouse not hothouse, success is celebrated and talent is nurtured. The School campus includes a Sports Centre and Swimming Pool and a 9-hole Golf Course.

The School consistently achieves excellent academic results and provides the pupils with a broad range of extra curricula activities to give depth to the learning. All pupils are inspired to achieve their very best potential and leave School with confidence and an ambition for lifelong learning.

The School was recently voted 'Co-educational Independent School of the Year' at the 2023 Independent School of the Year awards and is also included in the Fortune 'World's Leading Boarding Schools' 2023 report with a five star review.

For more information on Westonbirt School, please visit: [www.westonbirt.org](http://www.westonbirt.org)

## WISHFORD EDUCATION

Wishford Education is a leading provider of independent education in the UK. Our group includes independent prep and senior schools, nurseries and day and residential camps. Varied in character but united in ethos, our schools, nurseries and camps understand where the true value of an independent education lies, and provide high-quality learning, outstanding opportunities and a happy, caring environment in which children achieve amazing things.

Founded in 2011, the group currently comprises ten independent schools in Wiltshire, Gloucestershire, Berkshire, Buckinghamshire, Oxfordshire and Kent as well as two thriving day nurseries in Wiltshire, an international summer school and an activity camps business.

The group is growing and we expect a number of additional schools and nurseries to join us in the near future.

For more information on the Wishford Schools group, please visit: [www.wishford.co.uk](http://www.wishford.co.uk)

