

Role Profile			
Role	Director of Sports	School	United School International
Line Management	PE teachers, coaches, lifeguards	Reporting To	Executive Principal
Internal and External Interactions			
Role Purpose			
<p>The Director of Sports provides strategic leadership and academic oversight of the school's Physical Education and Sports programme. The role ensures the delivery of a high-quality, inclusive, and developmentally appropriate physical education curriculum while promoting excellence in competitive sport, student wellbeing, and lifelong participation in physical activity.</p> <p>The Director of Sports leads curriculum development, staff performance, student achievement in PE, and the broader sporting culture of the school, aligning sport with the school's educational vision and values.</p>			
Key Accountabilities			
<p>1. Academic Leadership</p> <ul style="list-style-type: none"> Lead the design, implementation, and review of the Physical Education curriculum across all key stages. Ensure curriculum alignment with national/international standards and school academic goals. Promote high-quality teaching and learning in Physical Education. Monitor student progress and achievement in PE through assessment and data analysis. Support differentiated instruction to meet diverse student needs and abilities. Contribute to whole-school academic planning and leadership initiatives. <p>2. Teaching & Learning</p> <ul style="list-style-type: none"> Teach Physical Education classes as part of the academic timetable. Model outstanding teaching practice and innovative pedagogy. Support staff in lesson planning, assessment practices, and instructional strategies. Lead moderation and standardisation of assessment within the department. Promote student wellbeing, resilience, and personal development through sport. <p>3. Department Leadership & Staff Management</p> <ul style="list-style-type: none"> Line manage PE staff and sports coaches. Conduct performance management, observations, and professional development planning. Mentor new teachers and support ongoing professional learning. Lead departmental meetings and strategic planning. Foster collaboration within the department and across academic subjects. <p>4. Sports Programme Development</p> <ul style="list-style-type: none"> Oversee competitive sports programmes, inter-school competitions, and tournaments. Develop pathways for participation, recreation, and elite performance. Ensure inclusive opportunities for all students regardless of ability level. Coordinate seasonal sports planning and team selections. Promote sportsmanship, ethical participation, and student leadership. <p>5. Co-Curricular & School Life</p> <ul style="list-style-type: none"> Lead and develop extracurricular sports and activity programmes. Support house competitions, sports days, and whole-school events. Work collaboratively with pastoral and wellbeing teams. Encourage student engagement through clubs, activities, and leadership opportunities. <p>6. Safeguarding, Health & Safety</p> <ul style="list-style-type: none"> Ensure safe practices in all PE and sports activities. Oversee risk assessments and compliance with safeguarding policies. Maintain standards for equipment safety and facility use. Promote injury prevention and safe participation. 			

7. Facilities & Resource Management

- Oversee effective use and development of sports facilities.
- Manage departmental budget and procurement of equipment.
- Plan long-term development of sports resources and infrastructure.

8. Community & Representation

- Represent the school at sports associations and competitions.
- Build partnerships with external sports organizations and community providers.
- Promote the school's sports achievements internally and externally.
- Support admissions and marketing initiatives related to sport

Person Specification

Skills, Knowledge, and Experience

- Bachelor's degree in Physical Education, Sports Science, or related field.
- Recognized teaching qualification.
- Proven teaching experience in PE within a school setting.
- Experience leading teams or departments.
- Strong understanding of curriculum design and assessment.
- Experience in an international school environment.
- Experience organizing competitive sports programmes.

Competencies

- Strategic leadership and vision
- Curriculum development expertise
- Strong interpersonal and communication skills
- Data-informed decision making
- Organizational and event management skills
- Commitment to student wellbeing and inclusion
- Ability to inspire staff and students

- **Strong Communicator:** Excellent communication and interpersonal skills, both verbal and written, which aid promote engagement and actively promote the school
- **Ability to Plan:** Long, medium and short term to assess results and ensure good completion rates
- **Analytical, creative and flexible:** A problem solver with strong decision-making skills and critical thinking, but with the ability to adapt and change where required
- **Accountable:** Takes ownership and responsibility for decisions and sets standards to act as a role model
- **Team Worker:** Ability to work as a strong team leader and team member as required
- **Resilient:** Demonstrates resilience to respond to challenge