



REPTON

SWIMMING

Performance Coach
Full Time

To start September 2026





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From the Headmaster

Repton is a wonderful and inspiring place to work: one of the UK's foremost co-educational boarding and day schools, located in the heart of the English countryside, yet within easy reach of major cities; strengthened by a history that goes back over a thousand years, yet with a keen eye on the challenges of the twenty first century.

Following the continued growth and expansion of Repton Swimming, we are looking for an outstanding Performance Coach to work throughout the pathway squads under the direction of Director of Swimming, Jamie Main, as we continue to ensure Repton Swimming is a leading programme in Great Britain.

Following affiliation to Swim England in 2020, the exponential success of the club illustrates both the purpose and the ambition of the programme, where we ensure that our performance swimmers receive the quality of coaching and experience that will enable them to compete successfully in national and international school and club competitions.

Following medal success and international team selections at the AGB Championships as well as winning the National Arena League Final 2026, Repton Swimming has a clear direction and purpose, and this role is an outstanding opportunity for the right person.

A major programme of investment and expansion has been completed across both Repton and Repton Prep in recent years, and Repton International now has schools in Dubai (2), Abu Dhabi (2), China, Malaysia, and Egypt, with plans to open a further four over the next few years.

We are a school with ambition and purpose, eager to employ and reward those who share our values and aims. We have a commitment to invest in the professional development of our staff, Repton is a very attractive place to work.

I hope very much that you will read this document with interest and I encourage you to apply.



Mr Mark Semmence
Headmaster



An Introduction to Repton School

Repton is the ancient capital of Mercia, and the School, founded in 1557 from a bequest from Sir John Port of Etwall, was established on the site of a 7th century Anglo-Saxon Benedictine abbey and latterly a 12th century Augustinian priory.

The School today incorporates many of the original buildings from the estate, namely, the Guest Chamber and Prior's Lodging (which as the Old Priory currently houses the School Library and Common Room), Overton's Tower, Tithe Barn, and the Arch. The latter is all that now remains of the Priory's original gatehouse and which helped inspire the School's motto: porta vacat culpa.

Today Repton is a world class, modern, flourishing community with a clear sense of purpose and momentum. As a pre-eminent co-educational and boarding and day school, Repton provides an exceptional broad-based education, blending heritage with the pursuit of excellence in a 21st century context, offering world class facilities as well as high quality teaching and pastoral care.

The School has a thousand pupils across the Prep and Senior School, making it large enough to achieve excellence in and out of the classroom, yet small enough for individuals to grow and flourish. At Repton Senior, each pupil, whether day or boarding, is a member of a House, of which there are 10 (six for boys and four for girls).





A Global Family of Schools

Repton was one of the first British schools to expand overseas, with the establishment of Repton Dubai in 2007. The development of a community of international schools being key to Repton's future vision. Currently, Repton has schools in Dubai (2), Abu Dhabi (2), China, Malaysia, and Egypt with plans to open a further four more over the next few years.

The additional income generated by our overseas schools provides financial support, that will enable Repton to select pupils simply on merit and without regard to their parents' financial means. The Headmaster and Senior Management Team play a key role in helping to shape the development of Repton as a leading, global educational brand.

Repton also currently has four schools in the UK (Repton, Repton Prep, St Wystan's and Vinehall) with the ambition to grow its UK family of schools.





The Role

We are looking to recruit a suitably qualified and enthusiastic Performance Swimming Coach. S/he will provide exceptional coaching and have the commitment, management and communication skills to deliver a high-quality service to our members.

Repton Swimming, founded in 2019, has grown exponentially, is a unique programme and is an exceptional opportunity for the right candidate. Based at Repton School and Repton Preparatory School, Repton encompasses both pupils at the schools and community members, who create the club known as Repton Swimming. After just 6 years in existence, Repton became National Arena Swimming League Champions in 2026.

The new Performance Coach will report to the Director of Swimming (DoS), Jamie Main, who joined Repton from the Aquatics GB Bath National Performance Centre, has overseen fourteen international selections this summer, including two Repton School pupils to the Commonwealth Games in Glasgow and five pupils to the European Junior Team.

Our team of coaches has expanded significantly in the last three years. The Coaching Team currently comprises of the Director of Swimming (DoS), Assistant Director of Swimming (ADoS), Performance Coach, Head of Development, 2x Assistant Coaches, and is supported by a Repton School full time Lead S&C Coach.

All Repton Swimming Coaches have a duty of care to all swimmers within the Repton Swimming programme. The primary focus of this role is to deliver the highest quality coaching to the Performance pathway and specific groups of swimmers within Repton Swimming as allocated by the DoS, which will progress athletes to the next level in the programme or as part of their individual development. The Performance Coach will be responsible for upholding the high standards of Repton Swimming both in training and competition.





Key Areas of Responsibility

The Performance Coach is responsible for the delivery, session management and training performance of swimmers within the performance pathway as directed by the DoS and/or ADoS. As such, s/he will take responsibility for the following key aspects:

- The day-to-day coaching of allocated groups of swimmers within the performance pathway
- Collaborate with the coaching staff to facilitate training to cater for the specific needs of the performance swimmers
- Using the appropriate channels, the communication to and education of our swimmers, parents and key staff as required, regarding swimmer development within this section of the club
- Implementation of the technical vision and swimming framework laid out by the DoS

Coaching

- Coach swimmers within the Performance Pathway and Development squads (when required), working closely with other members of the coaching team to always provide the best coaching provision
- Provide excellence in coaching through the recognised best practice (in line with the Aquatics GB OADF) that will improve performance outcomes for swimmers at all levels
- Attend regular competitions in line with the calendar set out by the DoS
- Encourage the development of swimmers across all age groups
- Work with the DoS and ADoS to identify any upskilling opportunities so that s/he can develop towards leading a squad within an agreed timescale

Pastoral & Welfare

- Liaise with the DoS and ADoS and with relevant Housemasters and Housemistresses at Repton (if required) to ensure we have the best possible well-being support for all swimmers across the schools
- Ensure responsibility is taken for the wellbeing of all swimmers, covering the athletic pastoral and academic perspectives by reporting concerns to the DoS, school pastoral teams or Club Welfare Officer

Accountability and Leadership

- Actively promote the schools' behavioral values and expectations amongst swimming squad members
 - Build professional relationships with all staff associated with Repton Swimming across Repton School and Repton Prep to ensure the best pastoral care, academic and swimming performances for the athletes in our care, attending team meetings on a weekly basis and attend other relevant meetings as required.
 - Support initiatives proactively or as directed by the DoS to recruit the best local and national talent into the club and/or Repton Prep
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• **Planning and Goal Setting**

- Complete annual planning and schemes of work in collaboration with the DoS/ADoS with a focus on developing swimmers technically for County, Regional and National competitions
- Consult with the coaching team and relevant staff on concerns in relation to squad guidelines
- Communicate with swimmers and parents regarding training phases and key areas of focus for that training block (if required)
- Ensure all relevant competitions are communicated, entered and administered effectively, in conjunction with other members of the team
- Lead or support (as appropriate) with competition-based events that the club host, including Level 3 Meets, Race Nights, Club Championships, school qualifying events and other elements of competition as required and as directed by The Chair and DoS





Candidate Qualities

Qualifications & Experience

Proven track record of developing skillful swimmers to Regional and National level

Swim England Level 3 Senior Coach (or equivalent), Level 2 considered for an exceptional candidate who is willing to work towards Level 3

A minimum of three years' professional coaching experience

Sports Coaching / Science degree or similar (desirable)

Experience of the UK Club swimming system, to include competitions and pathways

First Aid Qualification (desirable)

UK driving license (essential)

Experience of swim management / competition entry systems, e.g. Hy-tek, Team Unify, Sports Systems (desirable)

Knowledge

Up to date knowledge of current coaching methodology and willingness to undertake regular CPD

Understanding of effective pastoral care

Knowledge and understanding of independent schools' sport provision (desirable)





Skills and abilities

Ability to inspire, motivate, develop and mentor young swimmers across both swimming and school life, as well as the ability to build strong relationships with all key stakeholders of the school and club

Strong communication and organisational skills, both verbal and written

Set high standards for themselves and those they work with at all times

Personal qualities

Willingness to be involved in the life of a busy boarding school

Aspirational and empathetic

An effective and collaborative team player

Flexible, fully committed and resourceful

Able to see the potential in every swimmer





Working and living at Repton

Working at Repton

The School is committed to employing and rewarding staff who share its ambition, its aims and its values. This will be reflected in a highly attractive remuneration package as well as the investments in both staff and facilities.

Benefits include

- Highly competitive salary
- Generous annual leave (25 days pro rata, plus Bank Holidays and Christmas Closedown) that will include a mandatory 2 week leave period in August
- Group Pension Scheme
- Challenging mentoring and CPD
- Complimentary use of Repton's exceptional Sports Centre facilities

In its buildings and grounds, Repton combines the old and the new. The heart of the School is a beautiful 12th century Augustinian Priory, but following a major period of investment, the School has outstanding new and refurbished facilities in most teaching areas, most notably in the Science Priory, the School Theatre and a new Mathematics Block.

Many of the sports facilities are either new, or recently refurbished and include:

- 25m 6 lane pool at Repton
- 25m 6 lane pool at Repton Prep
- Strength and Conditioning performance gym
- 2 sports halls
- Fitness suite
- Team room for video analysis and team briefings

Living in Repton

Repton itself is a thriving village with a fascinating past. Situated in the Trent valley between Derby and Burton on Trent, on one side of the village is the Old Trent, the remnants of the former course of the river, and on the other there is attractive rolling farmland. The village has a vibrant community with clubs, societies, shops, pubs and other attractive amenities.

It is close to the cities of Derby and Nottingham and major transport routes, and much of the wonderful Peak District National Park lies within Derbyshire itself.





Information for Candidates

Candidates should apply via our website. [Job Search \(repton.org.uk\)](https://repton.org.uk)

Closing date for applications is Wednesday 3rd June at midday.

Applicants will be contacted for interview if they have been successful in the short-list process. First round interviews are likely to be held in w/c 8th June and we reserve the right to interview before the closing date if appropriate.

For an informal chat regarding the position, please do not hesitate to contact our Director of Swimming, Jamie Main at jmain@repton.org.uk

In accordance with the Children Act any appointment to the Repton staff is conditional on criminal records clearance and the successful candidate will be required to supply the necessary information and documentary evidence. References will be obtained on all candidates called for interview and applicants should be aware that the interview will contain questions relating to the candidate's suitability to working in a post involving children.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Therefore, the following shall be deemed to be included, in addition to the duties that you may be required to perform:

Promoting and safeguarding the welfare of children and young persons for whom you are responsible and with whom you come into contact

Under the Sexual Offences Act 2003 it is a criminal offence for a person over 18 (e.g. teacher, matron, sports coach) to have a sexual relationship with a child under 18 where that person is in a position of trust in respect of that child, even if the relationship is consensual. This applies where the child is in full-time education and the person works in the same establishment as the child, even if s/he does not teach the child. Moreover, whatever the age of the pupil, a sexual relationship between an employee and a pupil will be considered an abuse of a position of trust and gross misconduct, likely to result in dismissal.





REPTON

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