



REPTON

SWIMMING

LEAD DEVELOPMENT COACH

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 Head of Development to oversee the development pathway 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, enthusiastic and energetic Lead Development Coach who is able to fulfil the delivery of the development pathway at Repton Swimming. S/he will provide exceptional coaching and have the commitment, management and communication skills to deliver the aims for Repton Swimming within a clear timeframe.

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 Lead Development Coach will report to the Performance Coach overseeing the Development Pathway and the Director of Swimming, Jamie Main, who joined Repton from the Aquatics GB Bath National Performance Centre. He 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 Championships.

The Lead Development Coach will support the delivery of the development pathway and the coaches within that section of the club. Our team of coaches has expanded significantly in the last two years. The Coaching Team currently comprises of The Director of Swimming (DoS), Assistant Director of Swimming (ADoS), Performance Coach and Assistant Performance Coach (all full time), and is supported by a Repton School full time Lead S&C Coach. The Lead Development Coach will work closely with all stakeholders, including the Repton Swimming Chair, the Sports Centre Manager for Learn2Swim, key Prep School personnel and the Club Committee.

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 both the development 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 Lead Development Coach will also be responsible for setting the standards for Repton's high expectations in both in training and competition within this section of the club.





Key Areas of Responsibility

The Lead Development Coach is responsible for the coaching, management and performance of our Development Pathway and all up and coming junior age swimmers. As such, s/he will have overall responsibility for the following key aspects:

- The day-to-day coaching of our best young Development and Performance age swimmers
- Oversight of our up-and-coming junior age swimmers across all squads
- Supporting the link for swimming between Repton Prep and Repton School with the development and transition of swimmers as a priority
- The communication to and education of our swimmers, parents and key staff regarding the development and day to day operations for this section of the club.
- Implementation of the technical vision and swimming framework laid out by the DoS.

Coaching

- Be the Lead Coach for our Development and Performance Pathway squads, working closely with other members of the coaching team to provide the best coaching provision at all times.
- Provide excellence in coaching through the recognised best practice (in line with the British Swimming (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 junior age groups.
- Support the identification of talented swimmers within the Repton Learn 2 Swim programme, to assist with the transition into the club squads as appropriate.
- Support and oversee the delivery of swimming within co-curricular sport and Physical Education lessons as required at Repton Prep.
- In conjunction with the Director of Swimming, organise the coaching provision for junior age groups at all competitions throughout the season.
- In collaboration with Strength & Conditioning staff, establish optimum delivery of land-based training for the relevant squads and age groups.



Pastoral & Welfare

- Lead the daily wellbeing & safeguarding protocols surrounding the school swimming squads and all individual swimmers within the programme
- Liaise regularly with relevant Housemasters and Housemistresses at Repton Prep to ensure we have the best possible wellbeing support for all swimmers across the schools
- Assist with or oversee the movement of swimmers across the site at Repton Prep
- Ensure pupils are appropriately provided for in terms of travel to and from competition or training if required
- Take responsibility for the wellbeing of all swimmers, covering the athletic, pastoral and academic perspectives by working closely with the relevant pastoral staff

Accountability and Leadership

- Within the relevant sections of the club, lead and set the desired tone and ethos of Repton Swimming at all times
- 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
- Attend Coaching Team meetings on a weekly basis and attend other relevant meetings as required, to include Headmaster's Briefings and relevant Prep School meetings
- Provide reports in a timely manner to be uploaded onto club media channels following relevant events, competitions or individual achievements
- Mentor and guide other teachers and coaches to be delivering the technical standards set out by the DoS (if required)
- Lead initiatives proactively or as directed by the DoS/ADoS to recruit the best local and national talent into the club and/or Repton Prep



Planning and Goal Setting

- Complete annual planning and schemes of work for your training groups with a focus on developing swimmers technically for County, Regional and potentially, National competitions.
- Lead goal setting sessions for both your squad and the individuals in that squad, that outline process and outcome goals for each person.
- Consult with the coaching team and relevant staff on concerns in relation to squad guidelines.
- Identify appropriate competitions to attend to support the development of swimmers, communicating these to the DoS/ADoS for the competition calendar.
- Communicate with swimmers and parents regarding training phases and key areas of focus for that training block.
- 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 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)

Strength and Conditioning / Athletic Development experience (desirable)

UK driving license essential.

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

Evidence of leading a small team of coaches

Knowledge

An appreciation of the protocols of swimming in the UK

Awareness of recent coaching methodology

Understanding of effective pastoral care

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





Skills and abilities

Excellent organisational and administrative skills

Strong communication and interpersonal skills; both written and verbal

Set high standards for themselves as well as demanding high standards of others at all times

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

Ability to organise and manage teams of people and collaborate effectively (if required)

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, 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 and PE 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 2026 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 2026.

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

Repton · Derbyshire · DE65 6FH