



TONBRIDGE  
SCHOOL

# PERFORMANCE COACH – FOOTBALL

Fixed Term Contract: part time, term time  
Michaelmas Term 2026 & Lent Term 2027



## THE DEPARTMENT AND POST

The Football programme sits within a dynamic and ambitious Sports Department, committed to delivering high-quality coaching and broad participation alongside a clearly defined performance pathway. Sport plays a central role in school life, with football a key focus area, supporting pupils of all abilities to develop skills, confidence, and a lifelong engagement with physical activity.

This role is an integral part of the football coaching team, contributing to both participation and performance strands of the programme. The Performance Football Coach will work closely with the Director of Sport, Master in Charge of Football and wider coaching staff to deliver a cohesive and progressive player development experience. The post offers the opportunity to coach across a range of age groups, support talented players within performance environments, and play an active role in shaping the continued growth and success of football within the school.



## JOB DESCRIPTION

<b>Job Title</b>	Performance Coach - Football
<b>Reporting to:</b>	Director of Sport
<b>Main Purpose</b>	To support the delivery and continued development of the School's football programme across both participation and performance pathways, fostering player development, engagement, and excellence.

### MAIN DUTIES

- Deliver high-quality, engaging coaching sessions across a range of age groups and ability levels.
- Support performance squads, including A teams, within a structured coaching environment.
- Plan, deliver, and evaluate progressive training sessions aligned with programme objectives.
- Lead and support teams during fixtures (midweek and weekends).
- Contribute to football provision at The New Beacon Prep School (TNB).
- Assist in the development of player pathways, including talent identification and progression.
- Collaborate with the Head of Athletic Development and the wider Sport, Health and Fitness Department.
- Utilise video and performance analysis tools to enhance player learning where appropriate.
- Contribute to and monitor Individual Development Plans (IDPs).
- Maintain clear and professional communication with pupils, parents, and staff regarding development and performance.
- Support the organisation and administration of the football programme.
- Ensure all activities comply with Health & Safety, Safeguarding, and Child Protection policies.
- Provide basic first aid where required and report incidents in accordance with the School's policy and procedures.
- Undertake any other reasonable duties as directed by the Line Manager.

### CONFIDENTIALITY

The successful candidate must maintain the confidentiality of information regarding the School, its staff and its business. Information must not be communicated to other persons in or outside the School except in the recognised course of their duties.

### CHILD PROTECTION

The post-holder's responsibility for promoting and safeguarding the welfare of children and young persons for whom he or she is responsible, or with whom he or she comes into contact will be to adhere to and always ensure compliance with the School's Safeguarding and Child Protection Policy. If in the course of carrying out the duties of the post the post-holder becomes aware of any actual or potential risks to the safety or welfare of children in the School he or she must report their concerns to the Designated Safeguarding Lead or to the Headmaster.

### PERSON SPECIFICATION

#### Skills and Abilities

- Ability to deliver high-quality, engaging, and inclusive coaching sessions.
- Self-motivated, proactive, and able to work independently.
- Strong team player with a collaborative approach.

- Excellent organisational and communication skills (written and verbal).
- Professional, approachable, and confident when working with pupils, parents, and staff.
- Strong understanding of safeguarding, child protection, and health & safety requirements.
- Reliable, enthusiastic, and flexible in approach to working hours and duties.

## **Qualifications, Knowledge and Experience**

### **Essential**

- Relevant football coaching qualification (FA / UEFA B Licence or equivalent).
- Experience coaching youth football players across varying age groups and abilities.
- Experience planning and delivering structured training sessions within a team environment.
- Ability to build positive, trusting relationships with players in both group and one-to-one settings.
- Demonstrated commitment to pupil development, wellbeing, and safeguarding.

### **Desirable**

- UEFA A Licence.
- Experience within performance or pathway football programmes.
- Degree in a sport-related discipline.
- Experience using performance analysis tools.
- Understanding of talent identification and long-term athlete development principles.
- Previous experience working in a school environment.

## **HOURS OF WORK**

This post will be offered on a fixed term contract basis from September 2026 to March 2027.

**20 hours per week in term time. Hours will be worked on Tuesday, Thursday, Friday and Saturday afternoons.**

The number of working hours may vary from week to week and will be agreed between you and your Line Manager. Flexibility will be required to support the demands of the post.

## **REMUNERATION AND BENEFITS**

**A salary of £16,100 for the duration of this fixed term contract (£2,300 per month from September 2026 to March 2027) plus benefits package including:**

- Pension scheme
- CPD opportunities
- Staff car parking
- Subsidised Sports Centre membership (staff rates)
- Subsidised EMF Theatre tickets (selected performances)
- Use of the School Library

**Tonbridge School is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo child protection screening appropriate to any post, including checks with past employers and the Disclosure and Barring Service.**

## APPLICATION PROCESS

### SUBMITTING AN APPLICATION

Full details and an application pack may be found at: <https://www.tonbridge-school.co.uk/careers/>

Apply via our online application form or, send your completed application form to:

[hrdept@tonbridge-school.org](mailto:hrdept@tonbridge-school.org)

01732 365555

**Closing Date: Thursday 21 May 2026 at 10am**

We reserve the right to interview and appoint prior to the closing date for applications, so early applications are encouraged.

**TONBRIDGE  
ONLY CONNECT**

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**TONBRIDGE-SCHOOL.CO.UK**

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The information contained in the brochure is accurate at the time of going to press