



Head of Cricket (and Elite Performance)





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*A reputation to rival any
of its competitors*

Good Schools Guide





Introduction

Eltham College

The Eltham College family of Schools comprises Eltham College Senior School, Eltham College Junior School and, since September 2023, Blackheath Prep.

Founded in 1842, Eltham College is a thriving, co-educational day school located in south-east London. Originally a boys' school that first accepted girls into its Sixth Form in the late 1970s, Eltham College is now fully co-educational and has nearly 1,100 students in total, including 240 pupils in the on-site Junior School. Eltham College occupies a green 70-acre site in the London Borough of Bromley and was named London Independent School of the Year 2024 by The Sunday Times.

Whilst holding strongly to its ethos of providing a balanced education for its students, the School places a deliberate emphasis on academic success and the School is now regularly found amongst the leading academic schools in the country in terms of results and value added, matching the performance of its main competitors such as Dulwich College, Alleyn's, Trinity School and Sevenoaks School. It also boasts many county and national players in a range of sports, as well as exceptionally talented musicians, actors, authors, scientists, economists, and artists.

Eltham College has a distinctive character, born out of its Christian heritage. It upholds its founding Christian principles, whilst welcoming students of all faiths and none. The School has its own chapel and all students and staff from Year 6 upwards are expected to attend a weekly service led by the Chaplain, a member of the senior staff, or by students. Alongside its emphasis on academic achievement, the School continues to focus on care for each and every pupil. Strong pastoral care, an energetic House system that promotes collegiality, and a relaxed and unpretentious atmosphere make Eltham College a happy and vibrant place for students and staff alike. Students also benefit from an impressively wide range of opportunities outside the classroom through an ambitious co-curricular programme across sport, music, drama and art, and community outreach and enrichment.

Eltham College enjoys superb facilities. In 2019, the Turberville Centre for Mathematics, Languages and Music departments was opened, along with a new Sixth Form Centre and a dedicated medical and wellbeing facility. Extensive and well-maintained sports facilities extend across the 70-acre site, including Astro and hard-court venues, and a large indoor sports centre and swimming pool. There is a drama theatre and a modern art gallery. The Science and Technology Centre has recently been extended, adding four new state-of-the-art laboratories and a science prep room.

The 2022 ISI Regulatory Compliance & Educational Quality Inspection rated Eltham as 'Excellent' in all areas and the full Report can be read [here](#).





Eltham College Junior School

Eltham College Junior School shares the Senior School's 70-acre site, with an entrance just three minutes' walk along the path from the College itself. It has a second entrance from Mottingham Lane. Fully co-educational, the Junior School is home currently to some 240 girls and boys from Year 3 to Year 6. Whilst very much part of the Eltham College community, the school has its own Head and its own identity.

Eltham College is an all-through school and Junior School students are not required to sit a separate entrance exam for the Senior School. Academic standards and co-curricular provision are exceptional, and great emphasis is placed on pastoral care. Students at the Junior School benefit from use of many Senior School facilities, including the dining hall and the extensive indoor and outdoor sports facilities.

'Tip top facilities, positive relationships, inspiring teachers and exciting extracurricular opportunities. The easy transfer to the college is surely the icing on the cake.' **Good Schools Guide 2024**



Blackheath Prep

In April 2023, Eltham College was delighted to announce a merger with Blackheath Prep to form a family of schools. Blackheath Prep is an independent prep school for just over 370 boys and girls aged 3 to 11. Founded in 1996, it occupies a beautiful five-acre site close to Blackheath village. Its original Georgian and Victorian buildings have been extended and adapted to include large playgrounds and extensive playing fields, tennis courts, cricket nets and a Forest School area.

With outstanding facilities, a formidable track record in academic success and impressive achievements in Music, Sport, Drama and Art, Blackheath Prep's vision is to offer an education without boundaries: to give every child the freedom to shine and achieve their full potential, to uphold academic excellence, sparking curiosity and a joyful love of learning, and to nurture kindness and wellbeing, creating a strong sense of community. Children go on to a range of independent and maintained secondary schools and, as part of the Eltham College family, benefit from a priority application process to Eltham College Senior School. A large proportion (at least 50% of the cohort over the last five years) are awarded academic scholarships at prestigious local independent schools or places at top grammar schools. A large number are also awarded scholarships in Art, Drama, Music and Sport.





Our Mission and Values

Eltham College's mission is to provide an outstanding and well-rounded education for girls and boys, built on Christian principles, as a thriving and leading institution among London day schools. This mission is supported by seven interdependent aims which shape the overall culture and direction of the school:



Excellent Facilities

Providing excellent facilities that meet the educational needs of present and future students and those who teach and support them in a sustainable manner.



Love of Learning

Instilling a love of learning in students and achieving excellent academic outcomes.



Strong Community

Maintaining strong ties with everyone within the Eltham College community (students, staff, parents, alumni, and their wider families) and providing a strong bursary provision to ensure that the school is accessible for all.



Co-Curricular

Providing exceptional artistic, sporting and musical opportunities so that students develop diverse talents, enjoy their school days, and excel in their future lives.



A thriving, leading London day school, built upon Christian principles, that provides an outstanding and well-rounded education for girls and boys.



Beliefs and Values

Enabling students to consider Christian beliefs and values, whilst warmly including those of other faiths and none, so that all might live a life for the benefit of others.



Pastoral Care

Providing strong pastoral care, and a tolerant and mutually respectful environment so that all members of the school community are known, valued, and supported as individuals.



Passionate Staff

Recruiting and developing passionate and committed teaching and support staff, recognising that their skill and expertise creates an outstanding and well-managed school.



Working for Eltham College

The Senior Team

The Family of Schools is led by Guy Sanderson, CEO of the Eltham College Family of Schools and Headmaster of Eltham College Senior School.

The senior Executive team is chaired by Guy Sanderson and also includes the following members: James Martin (Senior Deputy Head, Eltham College Senior School), Vikki Lloyd (Head, Blackheath Prep), the Head, Eltham College Junior School, Rachel Thompson, Robin Wilkinson (Bursar) and Caroline Ward Vine (Director of Marketing and Communications).

Staff and Professional Development

The three schools employ around 240 members of teaching staff (including teaching support roles) and approximately 110 support staff. All are highly committed to helping students achieve their full potential and form a lively Common Room with a good balance of age and experience.

Professional Development

There is a strong professional development programme which is encouraged and generously financed for teaching and non-teaching staff. This includes external courses, an internal CPD programme of lunchtime and twilight sessions, speakers being brought in to deliver in-school sessions and learning from peers and colleagues. The Headmaster is personally committed to staff development and spearheads the Devolved Leadership Programme, which is open to all academic and support staff. This enables ambitious and talented staff who are seeking either senior leadership experience or career development to undertake a whole-school project, with mentoring from a current senior leader.

Pay and Benefits

Eltham College offers very competitive salaries and a good range of non-pay benefits.

All staff are automatically enrolled in a defined-contribution pension scheme (subject to the terms of the scheme). All staff under the age of 70 are entitled to death in service benefit at three times their annual salary.

Lunch is provided free of charge during term time for all staff, in addition to free refreshments available in the Common Room.

All staff also have free membership of the Eric Liddell Sports Centre, giving family access to the swimming pool, fitness room and other facilities at designated times.

There are also electric vehicle and cycle to work schemes, interest free season ticket loans, free eye tests and flu vaccinations. An Employee Assistance Programme is also available for all staff, offering free, confidential, support on a range matters such as financial and legal support and counselling for home-life issues.

Children of staff can be educated at the School if they meet the entrance standards and, at the discretion of the Headmaster, may receive a tuition fee reduction for both Junior and Senior Schools.



Our Benefits



Competitive Salary



Eyecare Vouchers



Interest Free Loan for Public Transport Season Tickets



Interest Free Loan for Rent Deposits



Electric Vehicle Salary Sacrifice Scheme

A tax efficient mechanism for leasing an electric vehicle including installation of a charger cable if applicable.



Cycle to Work Salary Sacrifice Scheme

A tax efficient means of funding purchase of a cycle with value up to £2000.



Sport and Fitness

Free membership of the Eric Liddell Sports Centre.



Free Flu Vaccinations

Provided annually, on site.



Access to Employee Assistance Programme

Confidential independent advice and support on a range of financial and legal matters, and counselling support.



Virtual GP Access

Delivered through HealthHero, virtual GP service available 24 hours a day, 365 days a year.



Free Lunch and Refreshments

Free meals at lunchtime and free refreshments available in the Common Room for all staff during term time.



Death in Service Payments

All staff under the age of 70 are eligible to receive this at three times their annual salary.



Fee remission

Employees with children who are eligible to attend the school, who have satisfied the entry criteria as set out in the School's admissions procedure and are awarded a place, may receive remission on school fees.



Annual Leave Entitlement for Support Staff

Holiday pay, offered at a minimum of 25 days plus bank holidays for full time new joiners (pro-rated for part time staff), increasing with longer service.



Excellent Transport Links

Rail services to central London and Gravesend/Dartford from Mottingham station (10 minutes' walk) and to central London and Sevenoaks/Bromley/Orpington from Grove Park station (25 minutes' walk). The area is served by a number of bus routes. Limited free parking is available on site. Free parking also available locally.



The Role and Person Specification

Job Description

Job Title:	Head of Cricket (and Elite performance)
Hours of Work:	Full Time
Reports to:	Director of Sport
Salary:	Eltham College Salary Scale plus Responsibility Allowance

Principal Role

This is an exciting position providing overall leadership for Cricket at Eltham College, shaping the strategic direction, coaching provision and long-term success of one of our core sports for both boys and girls. The successful candidate will be an inspirational coach and/or teacher with a proven record of developing cricketers of all abilities and leading high-performing teams. They will possess the leadership, organisation and interpersonal skills required to manage colleagues, foster a culture of excellence, and design a dynamic, inclusive and ambitious cricket programme from Year 3 to Year 13.

The successful candidate will have an excellent understanding of independent school cricket, supporting pupils progressing into performance pathways, implementing a year round cricket programme including managing winter training cycles, coordinating a robust fixture calendar and organise domestic and international cricket tours. They will possess strong organisational and communication skills, exceptional attention to detail, and the ability to manage the administrative demands of fixtures, logistics and performance planning. For the right candidate, this role also offers the opportunity to lead on Elite Performance in Sport at Eltham College, helping shape the next phase of the College's high-performance sporting ambition.

At the College, we seek to employ highly professional staff with the vision and commitment to contribute fully to an 'all through' school which values academic excellence, outstanding pastoral care and a rich co-curricular life. All members of staff are expected to contribute to the pastoral support of a tutor group and to work collaboratively within a team dedicated to further developing the College's sporting and academic provision. The successful candidate will also bring expertise and a coaching specialism in another of our core sports (hockey, rugby or netball).

Main Duties

This role provides an outstanding opportunity to build on the excellent reputation for Cricket at the College. The postholder will lead the strategic planning, implementation and delivery of a high-quality, year-round cricket programme from Years 3-13.

The expected duties include:

1. Programme Leadership and Performance Pathways

- Lead the full cricket curriculum across Years 3-13, including winter training cycles, Games lessons, after-school provision and pre-season programmes.
- Design and oversee a progressive performance pathway incorporating Academy sessions, 1:1 player development, technical/tactical coaching and alignment with the Sports Scholarship programme.
- Maintain strong partnerships with county pathways - particularly Kent CCC - clubs and external organisations to support talented cricketers progressing to representative levels.



- Implement robust player assessment systems, integrating performance analysis, video feedback, tracking data and developmental reviews across all age groups.
- Coordinate domestic and international cricket tours, ensuring they contribute meaningfully to long-term player and programme development.

2. Coaching Quality, Team Leadership and Staff Development

- Provide line management for the full-time international cricket professional and lead all cricket coaching staff.
- Deliver high-quality induction, mentoring and ongoing professional development for coaches, ensuring consistent standards of practice and alignment with school expectations.
- Conduct regular coaching observations, offering constructive feedback and supporting staff to maintain excellence in pedagogy, behaviour management and technical delivery.
- Oversee staffing and operational cover within the programme, ensuring continuity and quality across all cricket activities.
- Integrate specialist external coaches effectively into the programme, ensuring clarity of expectations and consistent alignment with performance standards.

3. Player Development, Welfare and Performance Monitoring

- Foster high standards of sportsmanship, effort, performance and conduct across all cricket activities.
- Ensure coaching is appropriately differentiated to support players of varying abilities, including SEND, medical or social needs, with effective use of personalised strategies.
- Use performance tracking tools to monitor technical, tactical, physical and psychological development, identifying talent and intervening to accelerate progress where appropriate.
- Support pupils in producing performance analysis for development planning, representative pathway applications and long-term athlete development.
- Collaborate with Heads of Sport and PE staff to ensure accurate tracking across teams, training groups and performance environments.

4. Operations, Logistics and Administration

- Produce an annual cricket report for the Director of Sport and Headmaster, outlining outcomes, performance analysis and programme developments.
- Organise the full school cricket fixture list - including festivals and tournaments - coordinating with the Director of Sport, PE staff and Junior Schools.
- Manage the cricket budget, including equipment procurement, maintenance and replacement, ensuring cost-effective and efficient resource allocation.
- Oversee all operational logistics for fixtures and tours, including transport, catering, staffing, venues and communication with parents.
- Maintain up-to-date cricket content across the school website, social media channels and shared drives, celebrating success and reflecting programme ambition.
- Ensure the highest standards of health and safety through rigorous risk assessments, safeguarding compliance and medical protocols.
- Support whole-school events such as Open Day, Speech Day, induction days and other major co-curricular occasions.

5. Collaboration and Whole-School Integration

- Work closely with the Director of Sport, PE Department and Junior Schools to create a seamless cricket experience across the 3-13 pathway.
- Ensure that cricket activities are fully integrated with wider school systems including IT platforms for performance analysis, communication and player tracking.

And for the right candidate:



6. Head of Elite Performance

- Leads a school-wide high-performance sport programme built on elite standards, pathways and progression.
- Drives athlete monitoring, S&C integration, sports psychology alignment and evidence-based development.
- Oversees specialist academies, scholar programmes and talent-identification pipelines.
- Shapes a performance culture defined by ambition, resilience, professionalism and long-term athlete growth.
- Provides strategic leadership across coaching teams to ensure consistency, quality and high performance.

Person Specification

Suitable candidates will have:

1. An inspirational passion for Cricket for both boys and girls with the ability to inspire others and lead by example, supporting the school to meet its aims with students, teachers and parents.
2. Proven delivery of excellent elite Cricket coaching, and is likely to have played at or been involved in a professional sporting environment
3. UKCC Level 2 qualification and/or working towards Level 3
4. Experience of playing/coaching top-class cricket
5. A genuine commitment to the wellbeing and pastoral care of children.
6. Excellent interpersonal skills with students, teachers and parents.

Excellent administrative, organisational, and IT skills.



Terms of Appointment and How to Apply

Safeguarding

Eltham College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All applicants should read the School's Safeguarding Policy and Privacy Notice (available on the school website) and are required to declare any criminal convictions or cautions, or disciplinary proceedings related to young people.

Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service. Further details are given on the application form.

Equal Opportunities

Eltham College is an equal opportunities employer and welcomes applications from all sections of the community. Candidates will be assessed against relevant criteria only (i.e. skills, qualifications, abilities, experience).

The Application Process

Candidates should read the job description for the role, and complete the application form via the TES website [Eltham College - Tes Jobs](#)

Short-listed candidates will be invited to attend an assessment day 14 May 2026 during which a range of skills, knowledge and experience will be tested.

Safer recruitment checks will be made at all stages in the recruitment process.

Contact Information

For more information about the application process please contact a member of our HR Team by telephoning 020 8857 1455 or contacting them via email hr@eltham-college.org.uk

Further details about the School can be found by visiting our websites: www.eltham-college.org.uk & www.blackheathprep.co.uk

THE SUNDAY TIMES
SCHOOLS GUIDE
2024
INDEPENDENT SECONDARY
SCHOOL OF THE YEAR
LONDON

Gloria Filiorum Patres



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