



St Swithun's
WINCHESTER

Commercial Manager

Required as soon as possible
Full time





St Swithun's
WINCHESTER

Welcome from the Headmistress

St Swithun's is proud to be a High-Performance Learning School and a member of the Fellowship of World Class Schools. High-Performance Learning is built on the belief that high achievement is attainable for everyone, that intelligence is not fixed, and that high performers are developed through curiosity, effort, and reflection.

These principles shape how we support both pupils and staff.

As a girls' school we expect and support all our students to enjoy and excel in a range of subjects and activities according to their interests and not their gender. We seek to be free from unhelpful stereotyping and to offer genuinely limitless education.



Jane Gandee, Headmistress

Further, we are a high trust community, and we try always to behave with a seriousness of intention and a lightness of touch. We believe the best of staff and students and often see our expectations exceeded and a joke cracked along the way.

You may have a background working in an education environment or you may have worked in a variety of roles or sectors previously. If this short introduction resonates with you, we will very much welcome an application from you.

Thank you for your interest in working at St Swithun's.





St Swithun's
WINCHESTER

Our school

St Swithun's School, Winchester is a leading GSA and HMC school offering day, weekly boarding and full boarding for 520 girls aged 11-18. The senior school has six boarding houses for full and weekly boarders, with separate houses for those in their first year and those in the upper sixth. There is also an adjoining IAPS Prep School for girls aged 3-11 with a co-educational nursery.

The girls benefit from excellent teaching, sporting and recreational facilities. St Swithun's is academically selective and regularly appears in the top 30 schools in the national league tables.



Our Location

The school is set on a campus of 45 acres overlooking the Hampshire Downs and within the South Downs National Park. The school is within walking distance of the centre of Winchester, and only a 50-minute journey from central London.

Winchester and its surrounding areas offer outstanding local cultural, historical, sporting and entertainment opportunities in addition to fantastic access to outdoor pursuits. Southampton, Portsmouth, Salisbury and Bournemouth are all easily accessible on public transport.



St Swithun's
WINCHESTER

Our ethos

St Swithun's is an appropriately academic school which means that we celebrate intellectual curiosity and the life of the mind, but not to the exclusion of all else. We expect our pupils to develop individual passions and through them to acquire a range of skills and characteristics. These characteristics will include a willingness to take risks, to question and to debate, and to persevere in the face of difficulty. In the words of Samuel Beckett: "Ever tried. Ever failed. No matter. Try again. Fail again.

Fail better." If a girl can immediately excel at everything, we ask of her, we as educators must set the bar higher.



We want all pupils to learn about life beyond the school gates, to appreciate the rich variety of our world, to develop an understanding of compassion and to value justice. We encourage all pupils to become involved in fundraising and community work. They should appreciate how their decisions and their actions can affect those around them.

By the time, a pupil leaves St Swithun's she will be well-educated, courageous, compassionate, committed and self-confident with a love of learning, a moral compass and a sense of humour.



St Swithun's
WINCHESTER

Our facilities



School buildings are modern and well equipped. As well as academic classrooms and science labs, there is a magnificent performing arts centre with a 600-seat auditorium, a music school, an art and technology block, sports halls and a full-size swimming pool.

We have recently completed the first phase of a major project to create new indoor sports facilities. Information about our Active Lives project can be found [here](#).

There is an impressive library, higher education and student guidance department and ICT facilities. The grounds are spacious and encompass sports fields, courts and gardens.

The School is registered as a Company Limited by Guarantee and as a charity and has a wholly owned subsidiary company (St Swithun's School Letting Company Limited).

A separate charity, [Bramston Foundation](#), looks after our transformational bursary programme.



St Swithun's
WINCHESTER



The Lettings Company

St Swithun's School Letting Co. Ltd is the wholly owned commercial subsidiary of St Swithun's School. Established in 1985, the Letting Co. operates as a commercial business generating income through the hire and use of the school's comprehensive facilities by external organisations, groups and individuals.

The Letting Co offers a diverse portfolio of sporting, residential, educational and performing arts facilities. These include extensive sports pitches and courts, swimming facilities, residential accommodation, conference and meetings spaces. The purpose of the Letting Co is twofold: to maximise the commercial potential and use of the school's facilities throughout the year and to generate income that supports the wider work of St Swithun's School.

100% of the Company's annual profits are donated to the school through Gift Aid, meaning that successful commercial activity directly contributes to the school and benefits the pupils.

The business is continually developing new opportunities to increase utilisation, build partnerships and expand its programme of lettings, events, holiday camps and memberships. With significant investment in new sporting facilities and an already diverse property portfolio, there is considerable potential for continued growth.



St Swithun's
WINCHESTER

Commercial Manager

Role overview

St Swithun's School is seeking an energetic and commercially minded individual to help drive the growth and shape the future of our thriving Lettings Company.

As a key member of our Operations team, you will report to and work closely with the Operations Bursar to develop and deliver the strategic vision for our lettings activity. Supported by the Lettings & Events Coordinator, you will take a leading role in identifying new opportunities, developing strong client relationships and maximising the commercial potential of our outstanding facilities.

This is a hands-on and varied role with genuine scope to make an impact. It would suit someone who combines commercial flair with excellent relationship-building skills and enjoys turning ideas and opportunities into successful outcomes.

Our Lettings Company plays an important role in supporting the charitable ethos and aims of St Swithun's by ensuring our facilities are put to the best possible use outside school hours. You will be at the heart of that mission, helping us grow our commercial activity while delivering an excellent experience for our clients and wider community.

What the role is all about:

- Driving and developing a profitable year-round commercial lettings business.
- Building new business partnerships while nurturing the relationships we already have.
- Maximising revenue through creative and effective marketing, pricing, planning and delivery.
- Ensuring every external client, from community groups to commercial organisations, has a first-class experience.

If you are motivated and commercially savvy, with a passion for creating great customer experiences, we would love to hear from you.



St Swithun's
WINCHESTER

Commercial Manager

Key responsibilities

Commercial Development & Revenue Growth

- Drive and develop a profitable year-round lettings programme, maximising the use of school facilities when not in use by pupils.
- Actively identify and pursue new business opportunities and partnerships to meet or exceed financial targets.
- Negotiate and agree lettings contracts, conditions of hire, SLAs and quotes.
- Promote the lettings business through targeted marketing, client viewings and social media, working with the marketing team to maintain the lettings section of the school website.

Operational Planning & Coordination

- Plan and coordinate a flexible programme of recurring and one-off lettings and events.
- Maintain effective scheduling systems to ensure clear oversight of facility availability and efficient coordination of a busy programme.
- Work collaboratively with the swimming pool manager and performing arts centre manager to optimise utilisation of their facilities for external hire.
- Ensure all operational preparations for lettings and events are completed professionally and communicated clearly to relevant stakeholders including the domestic and estates teams as needed.
- Assess requirements and coordinate additional staff or external contractors to support lettings activities when needed.



St Swithun's
WINCHESTER

Commercial Manager

Key responsibilities continued

Client Management & Customer Experience

- Welcome hirers and third-party users to the site, ensuring they are appropriately vetted and inducted based on the nature of their booking.
- Continually assess and enhance the overall customer experience to encourage repeat business and positive relationships.

Compliance & Risk Management

- Ensure compliance with all relevant legal, statutory, health & safety, and safeguarding requirements.
- Confirm that appropriate contracts, licences, and insurances are in place for all events and activities.

Finance & Administration

- Raise and issue invoices accurately and promptly, maintaining clear financial records of income and expenditure.
- Prepare information for financial analysis and annual forecasting as required.

Collaboration & General Duties

- Foster positive and collaborative working relationships across all school departments.
- Provide administrative support to the Operations Bursar and contribute to the smooth running of the operations department.
- Undertake any other reasonable tasks requested by the Operations Bursar.

This job description is not intended to be exhaustive; it is expected that you may carry out tasks beyond the confines of this job description to support the school.



St Swithun's
WINCHESTER

Person specification

Criteria	Essential	Desirable
Experience	Experience in commercial management with a proven track record of generating new business	Experience in a school, charity, leisure or multi-use venue environment
	Experience of contract management, including handling contract variations	
Skills	Strong organisational and planning skills; ability to manage multiple bookings and deadlines	Familiarity with scheduling or room-booking systems
	Confident communicator with excellent interpersonal skills	Knowledge of marketing or social media for business promotion
	Good IT skills; confidence handling invoices, quotes and basic financial records	
Knowledge	Commercial awareness and ability to generate income	
	Understanding of (or willingness to follow) Health & Safety and safeguarding procedures	NEBOSH, IOSH or other relevant H&S qualification
Personal Qualities	Flexible, proactive and able to work independently	
	Able to build positive relationships and engage and enthuse colleagues	

These qualities will be assessed through application, references and during the interview process.



St Swithun's
WINCHESTER

Terms and conditions and application process

TERMS AND CONDITIONS

This is a full-time position. The normal hours of work are 8.30am to 5pm Monday to Friday, although the post holder may, on occasion, be required to work during the evening and at weekends for which time off in lieu will be granted. We offer 30 days of paid annual leave plus bank holidays.

The salary for this role will be competitive and include a target-linked performance bonus.

The school offers a range of benefits, which currently includes:

- Generous contributory pension scheme with salary sacrifice option
- Free membership of the school leisure facilities
- Discount on school fees
- Refreshments whilst working, and lunch during term time
- Access to an employee assistance programme

APPLICATION

The closing date for applications is Monday 19th October
Interviews are expected to be held from 30th October

Please complete our online application form which can be found [here](#).

For any queries about the role please call the Operations Bursar on 01962 835715 or email culleys@stswithuns.com

For all other enquiries please contact the HR department
by telephone: 01962 835798 or email recruitment@stswithuns.com



St Swithun's
WINCHESTER

Child protection and safeguarding

“St Swithun’s is committed to safeguarding and promoting the welfare of children.

All staff are expected to share and support this commitment, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure & Barring Service.”

Child Protection Statement

- Every child has the right to freedom from physical, racial, sexual, verbal or mental abuse (this includes bullying and intimidation). Our overriding aim is the protection of the individual child within the school.
- We require staff to be fully aware of what child abuse is and the different forms in which it may present itself, and of their duties in respect to child protection.
- We will provide adequate training (both as part of an induction and an ongoing process) in recognising abuse, and what to do if abuse is suspected.
- We are committed to maintaining good communication within the School on child protection issues and to following recognised procedures.
- The Head ensures that the recommended procedures are followed when recruiting staff.



St Swithun's
WINCHESTER

Equal opportunities

St Swithun's welcomes applications from candidates from a diverse range of backgrounds. The school will recruit predominantly based on an applicant's relevant skills, experience, capabilities and potential for development. The ability to work collaboratively with others will also be taken into account.

St Swithun's is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a working environment in which all individuals are able to make best use of their skills free from unlawful discrimination or harassment, and in which all decisions are based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

We do not discriminate unlawfully on the basis of age, disability, marital or civil partner status, race (including nationality, ethnic or national origin), religion or belief, sex or sexual orientation, gender reassignment or pregnancy or maternity (defined in the Equality Act 2010 as protected characteristics).

If you have questions about our recruitment processes, or would like any support to access our recruitment process fully please do contact us at
recruitment@stswithuns.com.



St Swithun's
WINCHESTER

Explanatory notes

Application Form

Applications will only be accepted from candidates completing the enclosed application form in full. CVs will not be accepted in substitution for completed application forms.

Candidates should be aware that all posts in the school involve some degree of responsibility for safeguarding children, although the extent of that responsibility will vary according to the nature of the post. Please see the job description for the post.

Accordingly, this post is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions and bind-overs, including those regarded as 'spent' must be declared.

The successful applicant will be required to complete a disclosure application form from the Disclosure and Barring Service.

In accordance with government guidelines, we will seek references on shortlisted candidates for teaching and some other posts, and approach previous employers for information to verify particular experience or qualifications before interview. In other cases, if this has not been done, any offer of a post will be conditional upon receipt of satisfactory references.

References should be from the applicant's current or most recent employer. If the current/most recent employer does/did not involve work with children, then the second reference should, if possible, be from the employer with whom the applicant most recently worked with children. Referees should not be a relative or someone known to the applicant solely as a friend.

If you are currently working with children, on either a paid or voluntary basis, your current employer will be asked about disciplinary offences, including disciplinary offences relating to children or young persons (whether the disciplinary sanction is current or time expired), and whether you have been the subject of any child protection allegations or concerns and if so, the outcome of any enquiry or disciplinary procedure. If you are not currently working with children, but have done so in the past, that previous employer will be asked about those issues.

Where neither your current nor previous employment has involved working with children, your current employer will still be asked about your suitability to work with children, although they may, where appropriate, answer not applicable if your duties have not brought you into contact with children or young persons. The School will only accept references obtained directly from the referee and will not rely on references provided by the applicant or on open references or testimonials.

You should be aware that provision of false information is an offence and could result in the application being rejected or summary dismissal if the applicant has been selected, and possible referral to the police and/or DfES Children's Safeguarding Operation Unit.



St Swithun's
WINCHESTER

Explanatory notes

Invitation to Interview

If you are invited to interview, this will be conducted in person and the areas which it will explore will include suitability to work with children.

All candidates invited to interview must bring documents confirming any educational and professional qualifications that are necessary or relevant for the post (e.g. the original or certified copy of certificates, diplomas, etc.). Where originals or certified copies are not available for the successful candidate, written confirmation of the relevant qualifications must be obtained from the awarding body. All candidates invited to interview must also bring with them:

At least two forms of identification, i.e. current driving licence (including photograph), a passport, a full birth certificate or marriage certificate, a utility bill or financial statement showing the candidate's current name and address. These must be issued within the last three months and provide verification of address. Documentation confirming their national insurance number, where appropriate, any documentation evidencing a change of name.

Please note that originals of the above are necessary – photocopies or certified copies are not sufficient.

Any offer to a successful candidate will be conditional upon:

- Receipt of at least two satisfactory references (if these have not already been received).
- A check of the DfES barred list database, and the Protection of Children Act List as appropriate.
- A satisfactory DBS disclosure.
- Where the successful candidate has worked or been resident overseas in the previous ten years, such checks and confirmations as the school may require in accordance with statutory guidance.
- Satisfactory completion of the probationary period.
- Verification of medical fitness appropriate for the job's requirements.
- A written declaration that neither they nor anyone in their household is disqualified from working with children.
- Verification of professional status, such as GTC registration, QTS Status (where required), NPQH.
- Verification that the teacher/applicant is not subject to a prohibition order issued by the Secretary of State.
- Verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999).



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