

Football Professional

Starting Date: 1st January 2027

MAGDALEN
COLLEGE SCHOOL



Introduction

from the Master, Helen Pike



Magdalen College School is a remarkable place. We are now well into our sixth century, and our former pupils include scholars, war heroes, musicians, Olympians, two Nobel Prize laureates, a Hollywood film director, and a saint.

Our success in public examinations, in securing places at top universities, and in an astonishing array of co-curricular pursuits ensures that we continue this proud tradition. We do so by nurturing the individual potential of each of our pupils, and above all we believe that learning is as fun as it is fulfilling.

William of Waynflete founded Magdalen College School in 1480: schoolmaster, bishop of Winchester and Lord Chancellor of England. Being of humble origins, Waynflete was determined that others of ability should be given the opportunity to learn, to serve and to prosper as he did. And so MCS offers a transformative education in our global university city, the community to which we contribute.

We attract and retain the best staff and MCS is a stimulating, welcoming and thriving environment in which both to learn and to work.

A lot happens at MCS. The various sections of our website (www.mcsoxford.org) including the recent News will give you an impression of our school.

Thank you for your interest.

H. L. Pike

Working at MCS

There are many benefits to working at Magdalen College School. Founded in 1480 by William of Waynflete, the school has a rich history and an enviable location at the heart of Oxford beside the River Cherwell.

MCS is one of the country's leading independent day schools. Shaped by its Christian Collegiate foundation and links with the university city of which it is part, it aims to inspire in all its pupils a desire to learn, flourish and serve.

There are around 950 pupils, boys aged 7-18 and Sixth Form girls, and 350 members of staff who learn and work on the School's central Oxford site. During the coming decade MCS will become a fully co-educational school from J1 to Upper Sixth, offering places to high achieving boys and girls as we prepare to commemorate our 550th anniversary in 2030.

Academic

The pupils are a joy to teach – gifted academically and talented across a wide range of other pursuits. Pupils wear their considerable abilities lightly; they feel a very strong connection to their school, are kind to one another and are inquisitive and motivated. Public exam results see the school consistently placed among the most successful schools in the UK. In 2026, 45% of A Level grades were A*, 83% were A*-A and 97% were A*-B. At GCSE, 58% of grades were Grade 9, 83% were 9-8, 93% were 9-7 and 99% were 9-6. Pupils are very successful in their university applications, with the vast majority gaining places at leading institutions, including around 25% gaining offers from Oxbridge.

Co-curricular

Co-curricular activities play a central role in life at MCS. The quality of the provision across sport, music and drama, as well as over 100 clubs and societies, is exceptional. There are around 40 music ensembles and over 70 concerts per year; some at MCS and some at venues around Oxford like the Sheldonian Theatre. There are 10-15 drama productions of various genre each year; some are performed at MCS, and some make use of theatres in Oxford such as the Playhouse and Burton Taylor. There is also a technical theatre academy. Sport is hugely popular and successful at MCS with a dual focus on participation and performance. Last year, 94% of all pupils represented the school in a competitive fixture and over the last few years we have won national titles in hockey, sailing and tennis. There are also numerous successes at local and regional level across all sports and a significant number of individual pupils are supported along talent pathways in various sports.

Pastoral

MCS places great value on the individual and is well-regarded for the quality of the pastoral care. Most teachers are also tutors, responsible for the day to day pastoral and academic care of their tutees under the leadership of the Heads of Year and Heads of Section. Tutor groups are organised through the house system which develops a sense of loyalty and identity and provides many opportunities for competitions from quizzing to football and from debating to singing. Our pupils are happy and have excellent relationships with each other and with members of staff.

Remuneration

The role is for an average of 30 hours per week in term time, plus pre-season training and relevant tours/trips in school holidays. In Autumn Term it will be 5 days a week + Saturdays and in Spring and Summer Terms it will be 3 days a week + Saturdays. The salary for the role is £30,900 per annum. The main focus of the role is football, but you will also take a team each term in various sports and work with the whole sports programme. Non-teaching staff

are automatically enrolled/ can choose to enroll in the school's contributory Group Pension Scheme. This is a defined contribution pension scheme into which the employee contributes 5% of gross salary and the employer contributes 10%.

Benefits

There is a wide range of benefits available to staff, including a free lunch. The school has a fully equipped gym which is available for staff use, and staff may also enjoy access to the University of Oxford's gym and sports facilities for a significantly reduced membership fee. Tennis courts are available, and there is a comprehensive programme of staff sports clubs. Staff also have the opportunity to join choirs and music groups, and to get involved in drama productions.

Staff are encouraged to make use of the Senior Common Room within and after the school day, as an area for relaxation and shared discussion outside departments. Tea and coffee are served in the SCR at morning break, and cakes and fruit are available at the end of the school day. Staff socials and guest night dinners are regular features of each term.

School fee remission is available for permanent members of staff whose sons and/or Sixth Form daughters are offered a place at the school following entrance tests and interviews, and is currently 50% pro rata subject to a minimum FTE of 50%. In addition, 20% fee remission is available pro rata for permanent MCS staff who have daughters attending Headington School Oxford, subject to a minimum of 50% FTE.





The Role

The school is seeking to appoint a skilled and motivated Football Professional from 1st January 2027 to support the Head of Football in developing the sport further within the school.

The successful applicant will be expected to coach bright and enthusiastic pupils from U8 – U18.

The Department

The Sports Department is the largest in the school and oversees the provision of all sport across the Junior and Senior School. Heads of Sport manage their own programmes in a way that allows pupils to flourish in a number of sports. They are ably supported by highly qualified Sports Professionals and experienced PE & Games teachers. We are fortunate to have a number of Level 3 and 4 qualified coaches, many of whom have played sport to the highest level as well as a full-time Athletic Development coach. The introduction of greater departmental INSET has proved invaluable in sharing technical knowledge across all sports. Sports staff act as mentors to pupils who are aiming to progress through performance pathways, but also have a focus on increasing the numbers of pupils representing the school at all levels.

Sport at MCS has seen sustained improvement and success over the last 10 years: sports teams across our focus sports are habitual county champions (Girls Hockey 1st XI were crowned 2025 county champions) and teams regularly advance far in national competitions (Boys Hockey 1st XI are 2022 and 2025 Tier 2 National Champions and U16 and U18 were both runners-up in 2023). 4 recent OWs were representing England or GB at junior level whilst studying at school, whilst four former pupils are currently playing first class cricket (two of them with England Lions). Recent OW's are also studying over the US, some on scholarships, involved in Rowing, Track and Golf programmes. There are several MCS students involved within the rugby DPP across the age groups.

The successful candidate will have the opportunity to continue to develop the love of the sport within MCS. Participation within the Football programme continues to grow since its expansion in to the Michaelmas term two years ago. MCS currently fields teams from A-D at U12 – U14, A-C at U15, A and B at U16 and 1st, 2nd' and 3rd XI at senior boys level as well as a senior girls squad. Regular international tours as well as pre-season trips and training dates - not only allow us to prepare and compete to a high level, but also give us an opportunity to help develop football across all of the year groups at the school. Last year the U16As won the CISL and this year the 1st XI finished 3rd. Numbers playing senior girls football remain strong with the senior 1st XI playing competitively against the top schools in the region.

Structure of MCS Sport

Each term at MCS is different and we place enormous value on the variety of sports we play. In Michaelmas Term, the focus sports are rugby and football for boys and hockey for girls. In the Hilary Term, hockey becomes the focus sport for boys with the girls playing netball. The Trinity Term sees the boys play cricket and tennis with the girls focusing on tennis. Rowing and sailing are available through all three terms using facilities on site and at Farmoor Reservoir. In addition, we offer a wide range of sports including badminton, basketball, cross-country, and athletics, to name but a few. A wide range of lunchtime and after school clubs provide huge breadth to the sporting experience available.

With the school's transition to becoming fully co-educational in the next decade, we expect single sex sports coaching and teams in our focus sports, for which both boys and girls will continue to be taught by our experienced teachers and professional coaches. We anticipate mixed coaching in some other sports, with our

approach shaped by pupil interest and the specific requirements of each sport. There will be an equal offer of both performance and participation coaching for boys and girls – developing skill and encouraging a lifelong love of sport and exercise.

Facilities

MCS is fortunate to have access to superb facilities right in the heart of Oxford. We use School Field, situated on an island in the River Cherwell, for rugby, cricket and tennis, and have use of Christ Church and Merton playing fields. The use of our Astroturf pitches on Marston Road and at Oxford Hawks Hockey Club enables the hockey programme to flourish. Milham Ford, which is located on the main school site, has recently been resurfaced to provide all-weather tennis courts, which supplement the outstanding grass courts. A multi-purpose sports hall is used for badminton, basketball, indoor hockey and netball, as well as providing a 5-lane cricket net system. The ability to row directly from the school site is unique. Rowers also use the wide number of ergs we have available in our well-equipped gym, which is next to the sports hall.

If you would like to find out more about Sport at MCS please click on the two links below:

Sport - Magdalen College School (mcsoxford.org)

Magdalen College School | Sports Home (mcssport.org)

The Candidate

The ideal candidate should be an outstanding coach who displays a high level of technical knowledge alongside an enthusiasm for both participation and performance levels of the game. It would be advantageous if the candidate has experience of either playing or coaching at an elite level. The successful candidate will:

- take a keen interest in the welfare of pupils and show clear commitment to safeguarding children;
- have at least UEFA C Licence, or an ability to work towards the equivalent in the coming year;
- have experience of coaching at a high level, and ideally of coaching in a school/youth section;
- have the ability to plan and implement annual strength and conditioning programmes to individuals and teams
- have a strong willingness to contribute to all aspects relating to the leading of a year-round coaching and competition programme
- have excellent written and spoken communication skills and communicate effectively with pupils, parents, staff and the local community;
- have sound IT skills;
- have the ability to work collaboratively and effectively as part of a wider team;
- display a high level of attention to detail;
- be willing to take part in continuing professional development;
- respond positively to feedback.

Desirable:

- previous experience of coaching within an independent school

The responsibilities of the role include, but are not limited to:

- showing clear enthusiasm for coaching Football, and planning and delivering engaging sessions from Year 3 to Year 13;
- in conjunction with the Head of Football, creating and managing a player pathway, which will encourage the development and promotion of Magdalen College School's Football programme
- display a high level of organisation and show clear enthusiasm for excellence in sport and widening participation;
- communicating effectively with pupils, parents, staff and the local community;
- showing clear enthusiasm for sport and display an understanding of sport as part of a thriving extra-curricular provision;
- looking to improve performances as well as preventing injuries across all of the athletes and sports at the school
- taking responsibility for at least one school age group
- leading the coaching of one senior school team per term (rugby or football in Michaelmas; hockey in Hilary alongside 7s; and Tennis, Cricket or Athletics in Trinity), which will include Saturday fixtures
- displaying a positive, cheerful and caring attitude, a supportive approach to working with colleagues taking sports teams, and a willingness to be involved in all aspects of school life;
- ideally, owing to the nature of the role, having a full, clean driving license with the ability and willingness to drive minibuses and vehicles with trailers.

The Football Professional will report to the Director of Sport, and ultimately to the Master, for the proper discharge of his or her duties.

Life in Oxford

Located at Magdalen Bridge, with views toward both the city centre and east Oxford, MCS is close to a wealth of cultural, entertainment, and educational venues.

The City

Oxford, renowned as one of the world's most prestigious university cities, has a rich history dating back over a thousand years. Established in the early medieval period, the city grew around its strategic location on the River Thames, which facilitated trade and transportation. By the 12th century, it became an educational hub with the founding of the University of Oxford, the oldest university in the English-speaking world.

With its blend of ancient and modern, there is an abundance of activities to enjoy. Whether visiting one of the many historic buildings, colleges, or museums, dining in a restaurant, attending a performance, or exploring local boutiques, Oxford offers a diverse array of experiences for all interests.

The University

MCS shares many links with the University. Staff can enjoy free entry to the Oxford Botanic Garden and Harcourt Arboretum, watch our choristers perform evensong in Magdalen College Chapel, or use the University sports facilities on Iffley Road.

During the university's full term, Oxford buzzes with activity, hosting numerous talks, performances, fixtures, events, and celebrations throughout the academic year.

The Arts

Oxford is celebrated not only for its academic heritage but also for its vibrant cultural scene. The Ashmolean Museum, the oldest public museum in the UK, showcases art and archaeology from around the globe. The city's theatres, such as the Oxford Playhouse, offer a range of performances, while the annual Oxford Literary Festival attracts renowned authors and literary enthusiasts alike.

The School's own dynamic programme of arts sees it stage some 14 drama productions each year, with annual productions at the Oxford Playhouse and on School Field, alongside a thriving partnership with the Pegasus Theatre. Every year, we perform a major musical concert at the Sheldonian Theatre, Symphony Hall Birmingham, and other prestigious venue, often inviting pupils from our partner schools to take part alongside us. We commission original pieces, working with composers such as Lin Marsh and Bob Chilcott. Our exciting visual arts programme gives pupils the freedom to explore original creations in multiple media, and opportunities to display their work to audiences within and beyond our community.

Accommodation and transport

Oxford offers a wide range of accommodation options to suit various preferences and budgets. While many colleagues live in the city, a significant number choose to reside in surrounding villages and towns, which provide easy access to Oxford. Commuters benefit from an extensive bus network and park-and-ride services, and the school is well connected by dedicated cycle lanes from all directions. Additionally, Oxford's excellent rail links make it easy to reach London in just under an hour.

Partnerships and Professional Development

Partnerships

We aim to equip our pupils to make a positive and lasting contribution to their communities, both now and in the future.

Each year, the school coordinates and hosts a wide range of partnership projects and events, professional development meetings for fellow teachers, and academic, cultural, and sporting enrichment opportunities for local children. Key elements of this extensive programme include *The Bridge*, a Saturday school for Year 5 and 6 children; an academic extension programme in a range of science and humanities subjects; monthly partnership activity days; and weekly in-school extension classes in mathematics. In all these areas, we aim to support our community by fostering connections between people and by bringing them together in enriching, collaborative activities.

Community Service Organisation (CSO)

Through the school's Community Service Organisation (CSO), Lower Sixth pupils spend one afternoon each week volunteering in the community. Collectively, they volunteer over 7,500 hours each year. The placements vary, offering each pupil an opportunity to discover something that captures their imagination. Activities range from mentoring primary school pupils in Maths and English, running language clubs, providing reading support, producing artwork for the walls of local hospitals, performing concerts in schools and care homes, to running practical science workshops in our teaching labs. Each year, a number of pupils choose to continue volunteering at their placements beyond the end of Lower Sixth.

Charity

Charity plays an increasingly important role in school life at MCS. Each year, the school votes to select a local charity to support, alongside our partnership school in Uganda, and every year group participates in fundraising activities.

The school's charity committee organises regular events to raise money and increase engagement across the school. Numerous staff and students take the initiative to hold their own fundraising efforts, from sponsored marathons and long-distance cycle rides to staff concerts, pupil-led talent shows, and House quizzes.

Professional Development

The school places a significant emphasis on the professional development of all staff. A half-termly CPD & Teaching Newsletter is distributed by email, which aims to highlight educational research and practical ideas, to share ideas from courses and conferences attended, to offer guidance on opportunities for CPD, and to highlight the work of colleagues in the area of teaching and learning. All colleagues are encouraged to attend at least one external CPD course each year, and also to visit another school, place of work or university, where appropriate. The Teaching and Learning Group meets before school twice per half term. Its purpose is to consider developments in educational research, to facilitate discussion of teaching and learning, to offer a forum for the sharing of good teaching practice, and to support colleagues in experimenting with new teaching techniques.

Early Career Teachers (ECTs) and the Waynflete Teaching Certificate

The School has well-established procedures to support ECTs and is the regional hub for ISTIP ECT induction. The School also aims to offer teaching staff joining the school without a teaching qualification the opportunity to develop their teaching craft and reflect on their professional practice though a structured programme of training and support. For such colleagues, the school offers the Waynflete Teaching Certificate, which may ultimately lead to Qualified Teacher Status through the Assessment Only route offered by the University of Reading.


MCS SPORT

Application Process

Candidates wanting to apply to this vacancy should complete and submit the online application form no later than Midday on Monday 9th November.

Documentation

Candidates should submit their application form via the website. Click here

The complete application should be submitted no later than Monday 9th November, at midday; early applications are highly encouraged.

References

References may be taken up in advance. If you do not wish for your references to be called for at this stage, please make that clear on the reference section of the application form.

Interviews

We anticipate holding interviews the week commencing 16th November. We will be in contact with shortlisted candidates by telephone.

Please be aware that all shortlisted candidates will be requested to complete a 'Self-Disclosure' form before attending their interview.

We reserve the right to interview and appoint before the above dates.

Equal Opportunities

Magdalen College School recognises and is committed to ensuring applicants and employees from all sections of the community are treated equally regardless of race, gender, disability, age, sexual orientation, religion or belief, gender reassignment, marital and civil partnership status, or pregnancy and maternity. We welcome applications form all sections of the community.

Safeguarding Policy

Magdalen College School is committed to the safeguarding of pupils, and any offer of employment will be subject to an enhanced DBS disclosure, the receipt of satisfactory references, the school's pre-employment medical questionnaire, plus sight of relevant ID documentation and degree certificate(s). The enhanced DBS check is due to this role being exempt from the Rehabilitation of Offenders Act 1974.

MAGDALEN COLLEGE SCHOOL

INDEPENDENT DAY SCHOOL
BOYS 7-18 & SIXTH FORM GIRLS

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