



Queen
Elizabeth's
School

GURUGRAM, INDIA



CANDIDATE BRIEF FOR THE APPOINTMENT OF

Director of Sports



Welcome Message

Thank you for your interest in joining Queen Elizabeth's School, Gurugram. I am delighted you're exploring the possibility of becoming part of our extraordinary journey. At Queen Elizabeth's Global Schools, we are doing something truly special. We are building an ambitious and inclusive family of schools inspired by the values and heritage of our founding school Queen Elizabeth's School, Barnet—one of the UK's most academically distinguished institutions. But while our standards are world-class, our mission is deeply human: to nurture confident, able, and responsible young people, who are ready to shape the world with both intellect and integrity.

We are unapologetically aspirational for every child and every colleague. That means we expect the best, but we also give our best. As part of our team, you'll find yourself surrounded by high-performing, like-minded professionals who support, challenge, and inspire one another every day. You will be empowered to lead, to grow, and to make a genuine impact. We are proud of the diverse and inclusive communities we are cultivating across our schools, and safeguarding is central to all that we do. This is a place where every individual, regardless of background, is seen, heard, and valued.

If you believe in the power of education to transform lives, and if you are excited by the idea of helping shape something exceptional from the ground up, we warmly invite you to take the next step with us.



Caroline Pendleton-Nash
CEO, Queen Elizabeth's Global Schools



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The School

At Queen Elizabeth's School, Gurugram, we proudly extend the distinguished legacy of Queen Elizabeth's School, Barnet—one of the United Kingdom's most celebrated academic institutions. Founded on centuries of tradition and intellectual rigour, our branch schools uphold an uncompromising commitment to academic excellence, character formation, and cultural enrichment.

Our vision is to cultivate dynamic, world-class learning environments where the next generation of confident, able, and responsible young people are shaped. We challenge our students to think independently, lead with purpose, and embrace a global perspective—all within a community that values tradition, discipline, and innovation.

By blending the timeless values of our founding school with the opportunities of a rapidly evolving world, we ignite curiosity, inspire ambition, and prepare our students to make meaningful contributions to society—as scholars, leaders, and changemakers.





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The Opportunity

We are seeking an inspirational and visionary leader to serve as Director of Sports at Queen Elizabeth's School, Gurugram.

This is an exceptional opportunity to design and lead a world-class sports and physical education programme that promotes excellence, wellbeing, and lifelong engagement in sport. You will be responsible for shaping a high-impact strategy that balances broad student participation with the development of elite performance pathways for talented athletes. Central to your vision will be talent identification, personalised progression routes, and the creation of a sporting culture grounded in discipline, teamwork, and joy.

You will also play a key role in forging strategic partnerships with leading sports academies, clubs, and professional providers, ensuring that Queen Elizabeth's students benefit from access to outstanding facilities, coaching, and competitive opportunities.

As a member of the school's senior team, you will help shape the school's vision in alignment with the mission of Queen Elizabeth's Global Schools, upholding the values and sporting legacy of our founding institution, Queen Elizabeth's School, Barnet—renowned for academic excellence and co-curricular distinction.

If you are a dynamic, ambitious leader with a passion for holistic student development and the strategic insight to build one of the region's leading school sports programmes, we would be delighted to hear from you.

The Role

Job Title: **Director of Sports**
Reporting to: **Assistant Head**

Strategic Leadership

- Develop and implement a bold and aspirational whole school vision for sport and physical education across all phases of the school, fully aligned with the ethos of Queen Elizabeth's Global Schools and the National Curriculum for England.
- Lead the strategic direction of the sports department, ensuring that all programmes promote excellence, wellbeing, character development, and inclusivity.
- Position the school as a centre of sporting distinction, establishing it as a recognised leader within India and the wider international school sports landscape.
- Ensure a high-performance environment that nurtures talent and sustains exceptional standards of delivery, coaching, and competitive achievement.
- Promote a balanced and inclusive sports culture, offering both recreational pathways and elite training opportunities for students of all abilities.

Curriculum and Programme Development

- Design and oversee the delivery of a comprehensive, progressive PE curriculum, rooted in Cambridge International Curriculum standards and enriched with contemporary approaches to sport, fitness, and wellbeing.
- Implement a diverse and engaging portfolio of sports and physical activities, reflecting global best practice and student interest across all year groups.
- Establish and lead specialised talent identification and athlete development programmes, ensuring tailored pathways for high-potential student-athletes.
- Embed a school-wide focus on health, fitness, and active lifestyles, inspiring students to build physical confidence, discipline, and long-term wellbeing.

Team Leadership and Professional Development

- Lead a team of exceptional PE teachers and specialist coaches, setting a gold standard for professionalism, collaboration, and pedagogical excellence.
- Deliver a dynamic professional development framework to ensure staff remain at the forefront of international best practice in sports science, coaching, and physical education.
- Conduct regular performance reviews and lesson observations, providing constructive, high-impact feedback that drives continuous improvement and excellence.
- Champion the use of digital technologies and data-driven tools to enhance teaching, track student progress, and analyse athletic performance across both recreational and elite pathways.
- Encourage staff to engage with current educational and sports research, fostering a culture of reflective practice and innovation grounded in evidence-based strategies.

Competitive Sport and Event Leadership

- Oversee a high-impact calendar of internal and external sports events, including inter-house competitions, fixtures, sports days, and major tournaments.
- Represent the school with distinction at local, national, and international competitions, ensuring a culture of elite preparation, discipline, and sportsmanship.
- Build and sustain partnerships with elite sports academies, governing bodies, federations, and

professional clubs, creating extended opportunities for talented students to train and compete at the highest levels.

Facility and Resource Management

- Oversee the maintenance, optimisation, and development of world-class sports facilities, ensuring they meet the highest standards of safety, functionality, and aesthetics.
- Manage the sports department budget with fiscal discipline and strategic foresight, ensuring the efficient allocation of resources aligned to the school's strategic priorities.
- Ensure all sporting equipment is well-maintained, safely stored, and reflects the latest industry standards to support professional-level delivery.

Student Development and Athlete Pathways

- Inspire every student to embrace physical activity, teamwork, and personal challenge, building resilience, leadership, and a lifelong appreciation of sport.
- Lead the identification and mentorship of students with exceptional athletic potential, providing access to specialist coaching, competition exposure, and external development opportunities.
- Ensure that all students, regardless of ability, background, or experience, have access to inclusive, high-quality sporting opportunities that promote participation, confidence, and joy in movement.



The Person

Qualifications and Experience

- Bachelor's Degree in Sports Science, Physical Education, or a related field (Master's Degree highly desirable).
- Recognised teaching qualification (e.g., PGCE, QTS, or equivalent).
- A minimum of 5 years of experience in a leadership role within a sports or physical education context, preferably in a Cambridge curriculum or international school setting.
- Proven experience in developing and managing high-quality sports programs and teams.
- Familiarity with India's sports and educational landscape, including knowledge of local leagues and events, is an advantage.
- Certifications in coaching, first aid, and safeguarding are desirable.

Personal Qualities

- Knowledge of health, safety, and safeguarding procedures in sports and physical education.
- Passionate about promoting fitness, teamwork, and well-being among students.
- Inspirational leadership and the ability to motivate and engage students and staff.
- Deep understanding of physical education pedagogy and the principles of coaching and sports development.

The Package

We believe that outstanding educators deserve outstanding support. Our compensation and benefits package reflect our deep commitment to attracting and retaining exceptional colleagues who share our ambition and values. Subject to individual status, our package includes:

Salary We offer a generous salary aligned to our internal salary scale, which is based on qualifications and experience. This scale is reviewed annually by the Governing Body to ensure it remains competitive with leading international schools. The salary reflects our expectation that staff contribute fully to the co-curricular, pastoral, and house life of the school. A strong commitment to holistic education is at the heart of our professional culture.

Accommodation A housing allowance is provided for international hires to support a high standard of living.

Relocation Support For international hires, flights are covered for the employee and eligible dependents. A relocation/shipping allowance is included to ease the transition.

Annual Airfare Annual return airfare is provided for international employees and eligible dependents.

Medical Insurance Comprehensive medical insurance is provided for the employee and dependents (where applicable).

School Fee Remission Subsidised education for up to two children attending Queen Elizabeth's School, Gurugram.

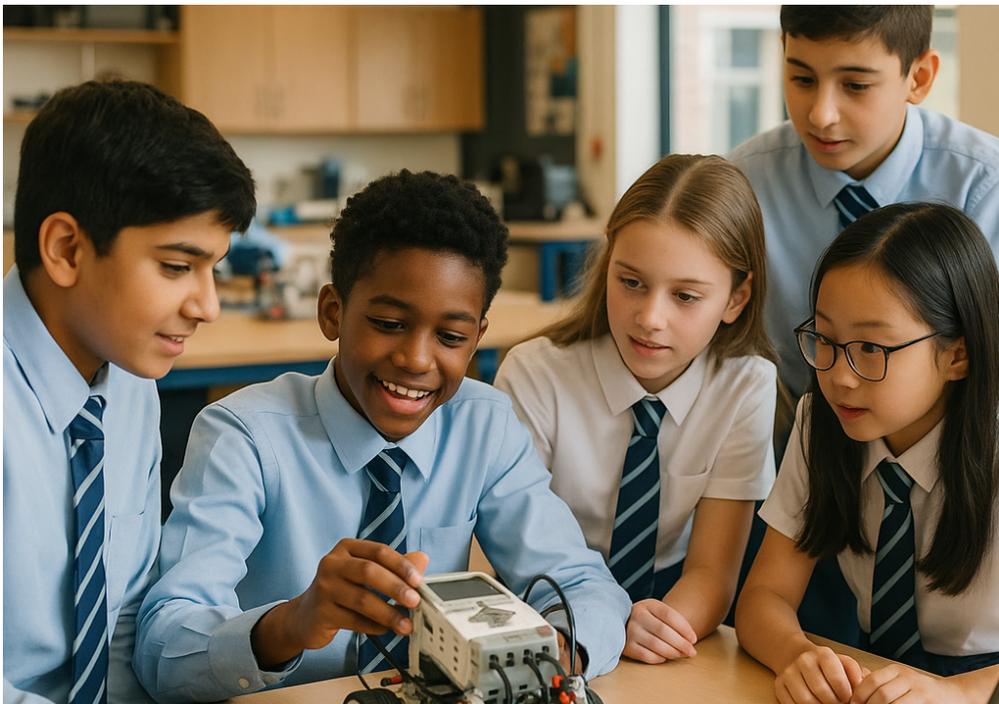
Gratuity End-of-service gratuity provided in accordance with local Labour Law.

Professional Development A dedicated Professional Development Fund is available to support continuous growth through courses, certifications, or attendance at leading educational conferences.

Discretionary End-of-Contract Bonus A discretionary bonus may be awarded upon completion of the contract, in recognition of performance and contribution to school life.

Wellbeing & Staff Culture A calendar of staff wellbeing and enrichment activities, focused on balance and connection. A supportive, inclusive environment where all colleagues are valued, inspired, and empowered.





The Process

Applications should be submitted electronically via the TES platform. Please ensure that all required documents are uploaded as part of your application.

Shortlisted candidates will be invited to a two-stage interview process:

First stage: Panel interview with school leadership team.

Second stage: As part of the final stage, candidates will be asked to present their vision for delivering an outstanding whole school sports education programme to nurture confident, able, and responsible young people, in alignment with the mission of Queen Elizabeth's Global Schools.

Queen Elizabeth's Global Schools are an equal opportunities employer and is deeply committed to safeguarding our students, ensuring their safety and wellbeing. We expect all staff and members of our community to share this commitment and to promptly report any concerns about a student's or community member's safety or wellbeing. Applicants must be willing to undergo rigorous child protection screening, including checks with past employers and providing Police Clearance Certificates from all countries that the applicant has resided in.



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*Some images within this document have been generated using Artificial Intelligence (AI).

*Opening and operations are subject to building completion and final approval from the Government of Haryana Education Department and Cambridge International Education.