



# Lancing College



## Appointment of Head of Cricket

## **The College**

At Lancing College, we believe that the most meaningful education is one that encourages pupils to think critically, act with integrity, and grow in all aspects of life. With a broad range of opportunities to explore their passions, challenge themselves, and engage with the world around them, our young people leave Lancing not only ready for the future but eager to shape it. It is this blend of strong academic foundations, personal growth, and a genuine sense of community that makes Lancing a truly special place to be.

Lancing, which is part of the Woodard Corporation (which now consists of 17 independent schools and 6 academies), stands in an impressive and spacious downland estate, which includes playing fields, residential properties, and an area managed as an educational farm. It is a stunningly beautiful place to live and work, and one where tradition and modernity sit comfortably side by side.

The College is friendly, ethical, vibrant, and outward-looking. We treat each other with respect, valuing diversity and rejecting discrimination. We are fully committed to creating and promoting a diverse and inclusive workforce that reflects both our local community and our cosmopolitan student body. Applications are welcome from all suitably qualified candidates regardless of age, race, disability, sex, gender reassignment, sexual orientation, religion or belief, pregnancy and maternity and marital status. We particularly encourage applications from under-represented groups. The distinguished Victorian buildings, including the spectacular Chapel (which was begun in 1868 and finished in 2021), are a familiar south coast landmark. The nineteenth century core has been complemented regularly by new buildings and extensions. The College recruits a 13+ (Year 9) entry of approximately 105 and an additional Sixth Form (Year 12) entry of about 50. There are ten houses (seven boarding houses, and three day houses). The latest inspection report can be found here: [ISI Report October 2023 | Lancing College | Independent Senior School & Sixth Form | Woodard | West Sussex | South of London](#)

The school roll currently stands at its largest for many years with over 600 pupils in the College. The senior school is 60% boarding pupils and 40% day pupils. The family of schools also has approximately 260 day pupils on roll at Lancing Prep at Hove, 195 day pupils on roll at Lancing Prep at Worthing and 145 day and boarding pupils on roll at Dorset House School. The College is fully co-ed and is around 55% boys and 45% girls.

Academic standards are consistently high: A\* - B grades at A Level averaging circa 80% over the last decade.

Each year the College offers several academic scholarships and similar awards for Art, Design & Technology, Music, Drama and Sport as well as for All-rounders, all of which may be enhanced by means-tested bursaries.

The Head Master, Dr Scott Crawford, has been in post since August 2025.

The Bursar, Mr Mark Milling, has been in post since August 2013.

## **Cricket and Sport at Lancing**

Lancing has a proud Cricketing history. It is one of the oldest games played at the College, and one with strong OL links. Lancing has a broad fixture list that includes playing all local rivals as well as matches slightly further afield and also against touring and adult teams. A cricket week takes place towards the end of the Summer Term when the focus is the annual match against the MCC. Fixtures take place mainly on Saturdays, but midweek games are also evident in the calendar. Pupils engage in a number of different formats of the game from T20 to declaration matches and compete in both regional and national competitions. Currently six teams are fielded in the summer term, comprising of three senior elevens and three junior elevens.

The principal team sports are: Advent Term - Football (boys), Hockey (girls); Lent Term - Hockey (boys), Netball (girls); Summer Term – Cricket, Tennis, Football (girls) and athletics. A wide range of sports is on offer within our Games/PE and co-curricular programme – Aerobics, Badminton, Basketball, Climbing, Cross-Country, climbing, Eton Fives, Fencing, Golf, Karate, Rugby, Sailing, Shooting, Squash, Swimming, Volleyball and Water Polo.

## **The Appointment**

The role of Head of Cricket is a demanding position. The postholder will report to the Director of Sport and will be responsible to the Head Master through the Director of Extra-Curricular Activities. The Head of Cricket will hold responsibility for the strategic planning of Cricket at Lancing. The successful candidate will lead Cricket across the College and manage the development of the sport through all age groups from the Prep School upwards. It is expected that the Head of Cricket will also contribute to the coaching of the other principal team sports at the College.

The Head of Cricket will be a member of the Common Room, a member of the tutor team within one of the Houses and will also manage a group of tutees from the pupil body.

It is not expected that the Head of Cricket will teach a full timetable; however, they may contribute to timetabled non-academic PE periods in the Lower School. A limited amount of teaching may be available in any of the subjects currently offered by Lancing to suit the profile of the successful candidate, but this is not a prerequisite of the post.

**Job Title:** Head of Cricket  
**Reporting to:** Director of Sport

## **Key Tasks and Responsibilities**

- To coordinate a thorough winter programme of training for all year groups.
- To establish a progressive and rational technical programme for all teams and year groups. The successful candidate would implement this at all levels from the Prep School upwards and should encourage a smooth cricketing transition from Prep to Senior School.
- In conjunction with the Director of Sport, move with the College towards The England and Wales Cricket Board (ECB) accreditation status.

- To improve links with the Junior and Senior Club network in our catchment area, thus raising the profile of the school game as well as potentially attracting more cricketers to the College as pupils.
- To improve the overall standard of Cricket played at Lancing.
- To raise the Lancing profile among feeder prep schools.
- To coach other sports, especially the other principal team sports during the Advent and Lent terms, this will include Saturday afternoons.
- To lead coaching sessions 1<sup>st</sup> XI on matchdays (Summer Term), this will include fixtures on Saturday afternoons.
- To lead cricket coaching sessions at our Prep Schools and an appropriate team (U11-U13) on matchdays (Wednesday afternoon fixtures).
- To identify talented pupils at the Prep school and encourage a smooth cricket transition from Prep to Senior School.
- To develop girls' cricket at Lancing.
- To assist in the delivery of other sports played at Lancing as required.

### **Skills and Experience**

- Experience of leadership within a sporting environment.
- Experience of a professional cricket-playing background, including recent playing experience.
- Experience of development work in an educational setting.
- A proven track record of successful coaching; ECB/UKCC Level 3 qualification (or equivalent).
- Understanding of wicket preparation and rotation (advantageous).
- Knowledge of, and empathy with, the independent school sector, with a clear commitment to education.
- A strong team player with the ability to lead and work effectively within a small team, as well as independently.
- Excellent planning, administrative and organisational skills.
- An outgoing, ambitious and motivated approach.
- Strong organisation, discretion, flexibility and attention to detail.
- Proficiency in Microsoft Office, especially Outlook, Word and Excel; training will be provided for the College's Management Information System.

This job description sets out the main duties at the time it was drawn up. Such duties may vary occasionally but without changing the general character of the duties or the level of responsibility entailed, and the candidate will be required to carry out any reasonable requests required by their Line Manager.

## **Application Procedure:**

Applications should be made using the application form. Candidates are asked to add a covering letter setting out, as succinctly as possible, their reasons for applying for the position at Lancing.

Application forms are available from the College website [www.lancingcollege.org.uk](http://www.lancingcollege.org.uk). Please send any emails to [recruitment@lancing.org.uk](mailto:recruitment@lancing.org.uk)

Informal conversations about the post may be arranged with the Director of Sport, Kelly Edwards, at: [kve@lancing.org.uk](mailto:kve@lancing.org.uk)

A full curriculum vitae and the names, addresses and telephone numbers of a minimum of three referees, one of whom should be the candidate's current or most recent employer should be included with the application.

Applications will be reviewed on receipt and candidates may be invited to interview before the closing date. Early application is therefore advised.

## **Terms and Conditions**

- Salary is £35,000+ commensurate with the experience of the successful candidate.
- This is a term-time only position. The role is expected to average approximately 40 hours per week, Monday to Saturday inclusive, with a 60-minute unpaid break each day; however, the nature of the role requires a degree of flexibility as working hours will vary between terms depending on fixtures, events, and operational requirements. The postholder may therefore be required to work at different times of the day, including mornings, afternoons, evenings, and weekends, and on occasion during School holidays as reasonably required for the proper performance of your duties and as agreed with the Director of Sport. In addition to the duties and responsibilities of Head of Cricket, the postholder will be required to undertake tutorial attachment and evening duties to one of the Houses as part of their contractual working hours.
- You shall be entitled to the statutory minimum holiday entitlement which is to be taken during school holidays. Public holidays occurring when the School is in session will be working days.
- The School currently operates a Group Personal Pension subject to scheme rules which may vary from time to time. The School shall initially pay a sum equivalent to 5% of your basic Salary into the pension scheme subject to contribution by you of at least 5%. You can alternatively opt to make a contribution of 7.5% and the School will match this. Minimum contributions may vary to reflect the prevailing legislative requirements.
- As may be consistent with the entry conditions of the School, and at the discretion of the School, up to two children may be educated as day pupils at Lancing College for the payment of 33.33% of the appropriate fees. Means-tested fee remissions for additional children subject to the availability of places may be applied for. In addition, and as may be consistent with the entry conditions up to two children may be educated at Lancing Prep at Worthing for the payment of 50% of the appropriate fees. Sibling discounts are not available in addition to

this. Wraparound care for up to two children will be provided free of charge. This remission does not apply to care outside School terms. At Nursery and Pre-School level the remission is conditional on the Nursery Grant being claimed from East or West Sussex County Council, being allocated to Lancing rather than any other provider, and subject to the maximum fee discount allowable under HMRC rules. Means-tested fee remissions for additional children subject to the availability of places may be applied for. Any decision to grant fee remission shall be at the sole discretion of the School and shall be exercised by the Governing Body. In the case of part time employees or employees who do not work the full year (for example, term time only employees), any fee remission will be pro-rata to the employee's weekly hours and to the number of weeks worked – it is assumed that a full week is 40 hours, and a full year is 45.4 weeks.

- The employment will be subject to a twelve-month probationary period. One month's notice is required on each side to terminate this contract during the probationary period, after which three months' notice is required.

### **Further Information**

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to an enhanced DBS disclosure which the School considers satisfactory, the receipt of satisfactory references, the school's pre-employment medical questionnaire and sight of relevant original ID documentation and degree certificate(s).

Applicants who have lived outside of the UK in the past 10 years will be required to provide a Police Check from their country of residence. In addition, and where applicable, successful candidates will be required to produce a 'letter of professional standing' issued by the relevant professional regulatory authority as proof of past conduct.

Lancing College conducts online searches for shortlisted candidates. This check is undertaken based on the requirements set out in Keeping Children Safe in Education 2025. The check helps us to ensure safe and robust checks on the suitability of individuals to work within our School.

To minimise unconscious bias or potential discrimination issues, a person who will not be on the appointed interview panel will conduct the search and will only share information when findings are of a concern. The appointed panel may explore any concerns passed to them as part of our due diligence process.

The College is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands, and final warnings (including those which would normally be considered "spent" under the Act) must be declared. If you have a criminal record this will not automatically debar you from employment. Instead, each case will be assessed fairly by reference to the School's objective assessment.