

Role Description &  
Application Process

# Head of Sport



ST LUKE'S  
COLLEGE



# Join our learning community *in Bedfordview*

## Purpose-Driven Education

### Help us shape thriving and impactful lives

At St Luke's we have more than good intentions. we have a bold, crystal clear vision for the future. We want nothing less than for every child, teacher and family to thrive - in the fullest sense of the word. We are seeking a team of world-changers to join us as we roll up our sleeves; as we journey beyond the ordinary. We are seeking people who will do what is needed and who will do what works, blending the tried and trusted with the new and promising, as we shape a generation for impact.

**We build thriving and impactful lives through:**

**Contribution:** We help every young person to discover their calling. We equip students with skills to make an impact in a 21<sup>st</sup> century world, and we teach and live a worldview that brings coherence, meaning and hope to existence.

**Connection:** We prioritise the development of social and emotional competencies, equipping students to build and maintain deep and authentic relationships with self and others.

**Potential:** We couple high expectations, high support and proven practices to help every student grow into their incredible, full potential.

**Habits:** We intentionally foster self-discipline and build habits that lead to a balanced, resilient life.





# Job *description*

## Introduction

St Luke's College is part of Thrive.Ed's family of independent schools. You can think of it as St Luke's, a Thrive.Ed school. Our Bedfordview campus is located at 19 St Georges Road, Bedfordview, Germiston. St Luke's College carries forward the legacy of the former Bishop Bavin School, now under new ownership as part of the ThriveEd group, and with a renewed vision for the future. Our historic campus has been reimaged as a dynamic, purpose-driven learning community, where students are encouraged to strive for excellence in all aspects of life. We make private education more accessible to families seeking both academic rigor and faith-based values. Our students enjoy world-class facilities and a rich experience at affordable fees.

We are seeking a capable, passionate Head of Sport with exceptional integrity to lead the development of a top-tier sports program from the ground up — building a culture of excellence, character, and connection, and creating opportunities for our students to compete with the very best.



# Job title

## Head of Sport (whole school)

## Objective

Execute the Board's sports strategy; build a values-driven sports culture where learners thrive through excellence, teamwork, and meaningful competition.

## Accountable to

Executive Head

## Team

Leadership Team



## Key result areas

The successful candidate will play a key role in guiding the school's sports vision toward its True North. They can expect to dedicate most of their time to building a thriving, inclusive, and high-performing sports programme and culture within the broader learning community.

## STRATEGY AND EXECUTION

- Lead the design and implementation of a high-impact sports strategy aligned to the school's vision, values, and growth goals
- Establish short-, medium-, and long-term plans to develop a competitive sports program from the ground up — including team formation, league participation, and talent development
- Identify and pursue key partnerships with elite academies, clubs, and training institutions to provide world-class opportunities for students at all levels of skill and ambition
- Set clear goals for sports participation, performance, and development, and monitor progress using relevant data and indicators
- Champion excellence in coaching and competition while promoting integrity, teamwork, resilience, and enjoyment

## OUR LEARNING COMMUNITY

- Foster a sports culture that reflects our school's commitment to holistic education, where excellence, self discipline, character, confidence, and connection are built through physical activity and team experiences.
- Ensure inclusive access to sport and physical activity, encouraging participation across all year groups and ability levels.
- Support student wellbeing through structured movement, play, and physical literacy initiatives that promote lifelong health and fitness

### **Our Parents and Community**

- Maintain great relationships with our parents
- Help build robust connections with, and a strong reputation for, the school within the Bedfordview community

### **THRIVE EDUCATION SUPPORT**

- Ensure that the school has effective internal systems, processes, policies and procedures
- Collaborate with the Thrive.ed Education Support team to ensure smooth operations

### **RESOURCE PLUS**

- Develop, together with the Executive Head, an annual operating budget and financial targets for the school's sport programme
- Grow student numbers through a thriving sport programme
- Oversee the effective use and development of sports facilities, equipment, and resources — ensuring they meet safety standards and support high performance.
- Manage the sports budget, ensuring responsible planning, procurement, and use of funds to maximise value and impact.
- Lead and support a team of coaches, trainers, and external partners — ensuring alignment with school values, professionalism, and continuous development.
- Coordinate scheduling of practices, fixtures, events, and transport, balancing competitive priorities with the overall school timetable.
- Contribute to the long-term planning and design of new facilities and infrastructure to support growth and excellence in sport



## Remuneration

Market related and dependent on strength of the candidate.

## Location

19 St Georges Road, Bedfordview, Germiston.

## Start Date

January 2026 (some preparation commitments during the fourth term of 2025).

## Experience

Our ideal leader:

- Is supportive
- Operates with a strong results orientation
- Seeks multiple perspectives
- Solves problems effectively

## Qualifications & Experience

Our ideal candidate will have the following qualifications and experience:

- Minimum requirement is a relevant recognised degree and/or a 4-year post-matric teaching qualification (e.g recognised degree in Sport Science, Physical Education, Coaching, or a related field, and/or a 4-year post-matric teaching qualification with a strong sports specialization and leadership experience)
- Excellent reputation and track record
- At least 7 years of teaching and/or coaching experience
- At least 5 years experience in a senior management role (deputy head or higher)
- Demonstrated success in implementing successful sports programmes
- Honours degree or higher advantageous
- Registered with SACE





# How to *apply*

We follow a four-step  
appointment process.

01

Share your knowledge, skill and passion by completing our online interview questions at this link: [https://forms.office.com/r/NhFxUrw\\_hpQ](https://forms.office.com/r/NhFxUrw_hpQ) (interview takes 30 minutes)

02

We carefully review all applications. Successful candidates will receive an email with instructions on how to book an in-person interview within 8 weeks.

03

You may be required to complete work sample tests or psychometric assessments.

04

If successful, you will complete a final interview with the Board of Thrive Ed.

We regret we cannot respond to unsuccessful candidates.

If you have any questions regarding the application process, kindly reach out to us at **[apply@thriveed.co](mailto:apply@thriveed.co)**



ST LUKE'S  
COLLEGE