



DUBAI COLLEGE
A tradition of quality in education

Director of Netball

Required for September 2020

Vacancy Information



Director of Netball

The Post

Dubai College is seeking to appoint an ambitious, enthusiastic and highly motivated Director of Netball, who possesses a genuine passion and commitment to helping every child achieve success in netball.

The post holder must:

- have played or coached to a high standard (*essential requirement*)
- have coaching qualifications at, or approaching, England Netball UKCC Level 3, Australian Intermediate Coach Award or equivalent
- have the ability to deliver high quality coaching to students of all abilities
- demonstrate a high level of integrity and resourcefulness in order to work in partnership with colleagues at all levels of the school
- have the ability to work flexibly with a diverse group of stakeholders: students, parents, local leagues etc
- have the ability to maintain an environment in which all girls participate enthusiastically and where they strive to excel

The post holder will be required to:

- ensure there is a planned vision for College netball starting in September 2020. This development plan will be constructed in conjunction with the Director of Sport and evaluated annually
- work with the Director of Sport to seek out possible commercial opportunities to enhance the College's netball programme
- work in conjunction with the Director of Sport to create a robust talent identification model to seek students who play netball in the community to a high standard. This would be focused at the transition from Year 6 to Year 7 but also higher up the school as part of our Pillars Programme
- plan a netball pathway beyond the College via the DC alumni network

Leadership requirements:

- liaise with Head of Sports Performance and strength and conditioning staff to establish sustainable, but progressive, training programmes for netball as well as to effectively measure and improve athletic performance to agreed national standards
- be confident in inspiring and creating an effective coaching team using colleagues who have the

expertise to deliver a high quality netball programme to all levels of the player pyramid

- be able to control the quality and consistency of provision between netball squads
- ensure that all coaches are suitably qualified with NGB coaching and umpire related courses and that they are kept up-to-date with netball related developments
- promote and share best practice with coaching staff, ensuring they are aware of student needs across the whole ability range
- develop a Dubai College 'style of play' that is introduced and nurtured via a vigorous pathway throughout the school
- introduce, and lead, netball as a curriculum games option at all key stages
- liaise with the Head of Sports Performance so that senior matches are filmed and data analysis is made available for coaches and players
- personally maintain high levels of sportsmanship, fair play and standards of appearance and ensure that this role-modelling cascades down to the students

Management requirements:

- be responsible for all aspects of girls' netball within the College, including health and safety and the promotion of the sport
- liaise with the Head of Physical Education to effectively incorporate netball into the girls' games lessons at all key stages
- coach and develop the Dubai College 1st team
- ensure that all players at all age groups have access to as many opportunities as possible to practise and develop their skills; this may take place before school, lunchtimes, afternoons, evenings and weekends

Administrative requirements:

- ensure excellent lines of communication with parents and other sports coaches within the school so that students have the opportunity to play other sports to a high level at the school
- be responsible for reporting results on dcsport.org and to the appropriate league organisers in a timely manner
- be responsible for writing newsletter reports and press releases which are specific to netball
- organise practices, fixtures, competitions and tours for players within the netball programme
- manage and promote tournaments within the College



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- involving both local and overseas schools
- work closely with the Director of Sport and the Facilities Manager to identify and address any health and safety issues related to the Netball Programme and its facilities
- ensure all required risk assessments, policies and programmes are in place and implemented
- contribute a full part in College life when not involved in netball
- carry out any other reasonable task or activity as requested by the Director of Sport

The Physical Education Department

The Physical Education and Sports Department is proud of its sustained record of excellence both within the curriculum and throughout its extra-curricular programme. The College has been voted 'UAE Sports School of the Year' for the last three years in recognition of our continued sporting excellence at a local, regional and international level.

The department consists of six full-time and two part-time members of staff. Additionally, there is a sports administrator and Heads of Cricket, Netball and Rugby to assist with the extensive extra-curricular sports programme. Sports facilities are currently undergoing an extensive upgrade which will form part of a state-of-the-art sports and performing arts centre. The department possesses an excellent range of resources, and a strong emphasis is placed on teaching and learning through a wide range of strategies within a structured framework. PE is a popular choice at GCSE with an average of 35 students in each of Years 10 and 11 over the last four years, while the number of students taking A Level PE has remained consistent during the same time period. The department follows the Edexcel Physical Education specifications at GCSE and AQA at A Level. Additionally, all students in Years 7 to 13 have curriculum Games as part of their weekly timetable.

In recent years students' performance in examinations has resulted in consistently high value added outcomes, with 92% of students achieving 7-9 grades at GCSE in 2019. However, it is the skills that our students develop and

refine that we value the most. Together with nurturing a life-long interest in sport, we want our students to develop a variety of important skills including the ability to evaluate evidence, identify and analyse performance and to develop their own sporting and athletic abilities. We aim to make 'learning to learn' a priority so that our students are equipped with the knowledge and skills that are prized in adult life, enhancing employability and their ability to take part in the society in which they live.

The successful candidate will be expected to implement existing departmental policies and be an active participant in further improvements to the quality of learning and teaching. Additionally, the candidate will also be expected to have a significant impact on the College's sporting extra-curricular programme.

A wide range of sports are played at the College, both competitively and for leisure, including athletics, badminton, basketball, cricket, football, netball, rounders, rugby, swimming and water polo.

Further details of the of extra-curricular sports programme can be found on the College's sport website, www.dcsport.org

The College

Dubai College was established forty-two years ago and has a national and international reputation as a world class learning organisation. We are an independent, coeducational, not-for-profit, selective school following an adapted English National Curriculum and our vision is to be "leading British education overseas", underpinned by four pillars of sporting, creative, philanthropic and academic endeavour. This modest ambition is built on a strategy which keeps learning first. As a consequence, we have a generous CPD budget which is used to create and support continuous learning opportunities for staff. The appointment of a Deputy Head: Learning and Teaching in 2016 ensures we keep our core focus at the heart of the school. Supported by Specialist Leaders in Education who mentor and support staff in digital skills, the Harkness method, stretch and challenge and the science of learning, teaching staff are encouraged to undertake action research projects and apply for part-time Masters degrees in education-related fields. Working

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collaboratively within departments during INSET days as well as increasingly reaching out across a network of other not-for-profit British schools in Dubai the College is continually striving to create systems for the sharing and creation of knowledge and learning. Whilst we do place an emphasis on academic rigour, in the true spirit of independent schools we champion the importance of the flourishing extra-curricular programme to which all staff contribute. Classes are small and the facilities, resources and teaching environment are very high quality. It is therefore no surprise that the College has developed a very strong regional and international reputation for drama, music and sport. We are a member of HMC, COBIS (Council of British International Schools) and BSME (British Schools of the Middle East).

The British Schools Overseas inspection of the College (conducted in January 2016) classified the school as 'Outstanding' stating 'It represents the very best of British education whilst, at the same time, respecting and celebrating the local culture in Dubai'. The key strengths of the school were identified as the progress and attainment of the students; the teaching, learning and assessment; the curriculum; relationships across the school and sense of community; personal development of the students and leadership across the school. The number of students on roll is currently 983 and comprises students in the 11 to 18 age range with more than 250 in the Sixth Form. The College operates an eight form intake of 160 students in Year 7. Approximately 50% of the students are British, but 48 other nationalities are represented. The GCSE and A Level courses followed are those of one of three examination boards (Edexcel, AQA, and OCR). Examination results are consistently outstanding and in 2019 Dubai College's GCSE performance was comparable to the **5th best UK co-educational independent school** according to The Telegraph league table. Our excellent A Level results mean that up to 52% of Dubai College leavers now go on to study at the top 1% of universities worldwide (according to THE World University Rankings) and we are yet again the top performing school in the United Arab Emirates achieving 90% A*/A grades at GCSE and 61% A*/A grades at A Level this year.

The College occupies a nineteen-acre site on the coast very close to the Palm Jumeirah at the mid-point between

Dubai Marina and the iconic Burj Al Arab. Over the years excellent facilities have been developed and all teaching rooms now have generic LCD screens which allow students and staff to project their devices to the class. We have a multi-purpose auditorium which is capable of seating over 900, the Sixth Form centre recently underwent significant expansion and redevelopment and we have opened a new flagship English department which serves as a statement of intent for future renovation. A new administration building created the space for our innovative regional teaching and learning hub and a new sports pavilion was completed in 2015. We are fortunate enough to have extensive grass playing fields and an impressive new region-leading replacement sports, performing arts and community education centre will be completed by summer 2020.

Ethos

As a College we are aiming to engineer balance in the lives of students who are academically very able. There is no blueprint for a Dubai College student rather we are aiming for students to discover for themselves who they are and who they want to be. By creating a wealth of opportunities for students to participate in as broad a range of experiences as possible whether they are sporting, creative, philanthropic or academic, we are enabling them to discover their own place within the school community and in time within the world outside. We never lose sight of the fact that our academically gifted students aspire to perform as well as possible in public examinations and we continuously champion the academic. However, the ability to work as a member of a team, to manage setbacks and failure and to recognise personal strengths and weaknesses will be as important in enabling them to live their life with integrity and is consequently a core focus of what we do here. As a result our students leave us as confident individuals with the knowledge, skill set and outlook to succeed at the very best universities and eventually in their chosen, often very challenging, career paths. When asked what standards we expect of one another as professionals DC staff demonstrate a real sense of vocation, that working at Dubai College is not a job but a lifestyle choice. Teachers believe strongly that they should be able to fulfil their academic responsibilities to their students and must be accountable for the outcomes

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of every one of their students. The next most important expectation of staff at Dubai College is that they should embrace whole school life and contribute fully to the extra-curricular programme both during and after school hours.

Working at Dubai College is intense; it is not a 9-5 job and for it to continue to feel like a real community staff must be willing to give freely of their time in exchange for working with very able students. Staff believe they should also display excellent professional courtesy to one another and their students: every subject is on the timetable for a reason and no-one should speak out of turn about somebody else's academic discipline; we work in an Islamic country and staff should dress professionally in line with cultural sensitivities and staff should treat one another and their students as they would hope to be treated themselves. Staff also feel that they each have a responsibility to go beyond the baseline: the national curriculum is a jumping off point not an end goal, an exam syllabus is a dot to be joined up to a bigger picture, the working day is the start but not the end of a day's work, an ALPS prediction is a minimum for a student to achieve. As practitioners staff feel they should be looking to develop, to enthuse, to inspire, they should be craftsmen with a passion for their subject and whatever their position in the school they feel they all ought to feel equally responsible for the outcomes of the College. As members of a school which feels more like an extended family than an institution we hope to educate well-mannered citizens who are empowered to fulfil their aspirations. The "not-for-profit" structure of our organisation perfectly embodies our ethos: everything is invested in the school and the students with nothing left over.

While this all sounds ideal it is important to understand, however, that Dubai College is not perfect. The post itself is an extremely challenging one and the College is tremendously busy. If you dislike hard work – sacrificing many weekends and evenings for the sake of the students – and are concerned by working with highly able, intellectually demanding students, this post is simply not for you. Equally it must be clearly understood that the College is passing through a significant period of change and we are in a new phase of the College's development cycle. We are updating our learning approaches, facilities,

policies, curriculum and IT capability. The successful applicant must both embrace and play their significant part in contributing to this change but without damaging, in any way, the core essential ethos of the school. It should be noted that, although we certainly embrace change, we do not run with every innovation emanating from the UK – we cherry-pick initiatives that suit our selective and highly able student body. However, it should also be noted that we are subject to whatever changes the UAE government chooses to make on an annual basis which can make for a very fast-paced educational landscape.

The College really does have a great feel about it. It already has an exceptionally strong national and international reputation and if you feel you have the potential to build on our reputation as a centre of excellence on the global stage we would very much like to hear from you.

Remuneration

Dubai College offers an excellent remuneration package and the opportunity to work with our dynamic, highly qualified team in very pleasant surroundings with excellent facilities. The package will be discussed at interview.

How to apply

For further details about the College please visit our website: www.dubaicollege.org. You may also wish to follow us on Facebook, Twitter, Flickr and YouTube.

Applications should be sent by email to headassist@dubaicollege.org using the application form available on our website. The deadline for applications is Saturday 1st February with interviews planned for Sunday 9th to Wednesday 12th February 2020.

Dubai College is committed to safeguarding and promoting the welfare of young people and we select staff that understand and share this commitment. All applicants must be willing to undergo child protection screening, including checks with past employers and obtaining a Police Certificate or Good Conduct Certificate from the country the applicant last resided or was employed in, which may include Disclosure & Barring checks.



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