THE Leys
CAMBRIDGE



DIRECTOR OF TENNIS

candidate information

Head's *introduction*



At The Leys, we believe that school is not simply a preparation for life – it is life. That's why we aim to make every pupil's experience here rich with challenge, choice and opportunity. School should be a place of growth and discovery, where young people are encouraged to flourish emotionally, intellectually and socially. It's not a rehearsal for the future – it's a vital and vibrant part of the journey.

Founded in 1875 by the Methodist Conference, The Leys is the only co-educational boarding and day school in Cambridge. We are proud of our heritage, and we continue to uphold values such as kindness, courtesy, respect and integrity. But we are also a forward-thinking school, preparing young people for a world that is constantly evolving. Our location in the heart of one of the world's most dynamic academic and cultural cities gives us a unique advantage – Cambridge is not just where we are, it's part of who we are.

With around 570 pupils, The Leys offers an exceptional breadth of opportunity – from academic excellence to creative, sporting and leadership pursuits. At the same time, our scale allows us to know each pupil as an individual. This strong sense of community and personal attention is central to our ethos. It builds confidence – not just in the classroom, but in every aspect of school life. And that confidence, nurtured in a supportive and ambitious environment, is one of the most powerful gifts we can give our pupils.

I hope this pack gives you a sense of what makes The Leys so special, and we look forward to receiving your application.

Clare Ives
Head

Director of Tennis



full time, permanent post

We are looking for an inspirational leader with the vision and expertise to develop and enhance The Leys School's current tennis provision. The successful applicant will provide strategic leadership and drive the continued development of tennis across the school, creating a thriving and ambitious programme that combines broad participation with excellence in performance. Alongside you will develop a high-quality, financially sustainable commercial tennis programme, maximising the use of the School's facilities, strengthening engagement with the wider community to support the continued growth and success of tennis at The Leys.

The Leys is an inclusive and inspiring co-educational boarding and day school offering an incredible learning environment and pupil experience in Cambridge. Putting pupils at the heart of everything we do, our shared values create a strong, caring, and cohesive community. The successful candidate will be joining a dedicated, successful, and welcoming team of teaching and business professionals, committed to working together to combine their skills, experience, and insights to deliver an excellent education to our pupils.

The Leys is an extremely rewarding place to work. We hope you will take the time to look at our website, The Leys School, to find out more about us.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Before appointment to any role in the school, checks including an Enhanced DBS Check and workplace references will be undertaken in accordance with current statutory guidance. Evidence of eligibility to work in the UK is required. A one-year probationary period will also apply.

The Foundation is committed to fostering an inclusive culture that promotes and values diversity and celebrates the diverse voice of our community.



Welcome to The Leys



Life at The Leys

The Leys is a co-educational boarding and day school for pupils aged between 11 and 18. Set in the heart of the beautiful and stimulating city of Cambridge, one of the world's leading cultural and academic centres, The Leys' unique location allows pupils unrivalled access to the vast array of cultural and educational opportunities that Cambridge has to offer.

Established in 1875, The Leys values its history, yet it blends traditional values – courtesy, tolerance, respect, decency – with a forward and outward-looking approach to education. Dedicated staff and superb facilities combine powerfully to prepare young people for the challenges which lie ahead at university and beyond.

The Leys is a close-knit, engaged, friendly community of around 550 pupils in which pastoral care is seen as the top priority. Indeed, our **2025 ISI report** identified our school culture and the strength of our community as a **significant strength**. Academic value-added is impressive and the breadth of the wider curriculum is renowned. The School caters for Boarding, Home Boarding and Day pupils but, with 70% of pupils accommodated in boarding houses, boarding is absolutely central to the ethos of the School and all pupils benefit from the vibrancy and structure which this provides.





Purpose

The Purpose of The Leys is to play our part in changing the world for the better.

We do this by making a positive difference to the lives, values and prospects of Leysians, by being professional, caring and rewarding in developing and managing our staff, by being a responsive and trusted partner to our parents, and by making a beneficial and sustainable contribution to the wider community

By foundation and structure, The Leys is a boarding community. We also place great value on being a "big, small school" embedded in the heart of Cambridge, and on giving Leysians a rich and rewarding academic and wider school experience – one they find valuable both intrinsically and in preparing for their futures. We seek, in the spirit of our Methodist founders and our Christian values, to send Leysians out into the world ready – academically, culturally, morally, physically, spiritually and socially – to live fulfilling lives which will make a positive contribution to society.

In order to achieve our Purpose, we aim to deliver an education which is built on three foundation stones: pastoral, academic and wider curricular. Whilst interconnected, 'pastoral' is accepted as pre-eminent, because pupils who feel supported and confident are able to flourish in all areas of the life of the school. Our teaching staff body all contribute to all three pillars of Leys School life, thus we all work together to ensure our pupils develop into happy, confident and well-rounded individuals ready to leave school and find their place in the world.

Pastoral Care

Pastoral Care is at the heart of what we do. We know that wellbeing is crucial to success in wider school life, and we all work together as a community to ensure that each pupil flourishes in school, feeling nurtured, supported and happy. Our House structure is central to this: all pupils are a member of a House throughout their time in school. Year 7 and 8 pupils are members of our junior house, Moulton, and then pupils in Year 9 and above join one of the eight boarding or three day houses. The vertical arrangement in the senior houses creates opportunity for pupils to support each other, and the houses are staffed with a Housemaster or Housemistress (HSM), an Assistant HSM, a Matron and a team of teaching staff. Pupils also have a tutor, who supports them with their wellbeing, academic progress and wider curricular involvement as they progress through the school. All staff are expected to contribute to our pastoral support of pupils, through tutoring, supporting the teaching of PHSE and undertaking weekly house duties.

SHORTLIST 2025
INDEPENDENT SCHOOLS OF THE YEAR
AWARDS
IN ASSOCIATION WITH schoolblazer



Teaching and Learning

Education is about so much more than passing exams, and at The Leys pupils are encouraged to develop an understanding of their own learning, find their passions, curiosity, and develop a lifelong appetite for knowledge.

Pupils are supported in their learning by excellent teaching both inside and outside of the classroom, with academic enrichment and extension embedded into the culture of the school. We understand that teachers are individuals and that they will have their own ways of expressing their passion and interest in their subjects. The 2025 ISI comment that we have a " highly inclusive environment, which supports pupils to become exceptionally thoughtful and considerate citizens." sums up the impact of that individuality. That said, we know that aspects change within education, and we just completed an exciting transition from Google Classroom to Microsoft Teams and OneNote. Pupils and staff all have a digital device, and pupils are used to working digitally as well as on paper.

Academic Attainment at The Leys is outstanding. This summer, the school achieved its best academic results on record at GCSE and close to best at A Level, placing us 67th in the Times Parent Power Rankings for independent schools nationally, and 84th for all schools. At GCSE 86% of all grades awarded were 9, 8 or 7, and 38% were graded 9, and at A Level 85% of results were grade A*-B. The School uses value added as an important measure of success and we are delighted that all our 2025 public examination results demonstrate that we added significant value to our pupils' academic attainment compared to similar schools: a testament to the hard work and dedication of both staff and pupils.

Wider Curriculum

The Wider Curriculum is an integral part of the school week for all pupils and staff, with a significant amount of time in the afternoons and early evenings devoted to it. In their time at The Leys, pupils are actively encouraged to experience a broad range of activities that will bring them a wide range of benefits; activities in which they find enjoyment and fun whilst developing skills, personal qualities and attitudes that are transferable to other areas of their life at school and beyond.

The Leys' Personal Development and Leadership programme (PDL) for pupils in Year 10 and above ensures that all pupils develop leadership, broaden their horizons and collaborate with their peers on projects, often trying to solve contemporary problems. Through our outstanding sporting, music and drama provision, pupils develop as confident and well-rounded young men and women, ready for life beyond school. Our broad and varied after school activities programme enables pupils to develop their interests, skills and strengths. Through this we aim to complement the pastoral and academic pillars of an all-round Leysian education alongside boosting the physical and mental well-being of all involved in the wider curriculum. All staff contribute to our extensive wider curriculum programme through involvement in games, PDL, outdoor education, and a wide range of clubs and activities.





The Role

The Games Department is currently made up of seven full-time members of staff (The Director of Sport, Head of Rugby, Head of Hockey and Academy, Director of Tennis, Games Professional Coach and Resident Games Coaches), six part-time department staff (Head of Netball, Head of Cricket, Head of Rowing, Head of Swimming, Head of Squash) and three Sports Graduates. The Games programme is also supported by many coaches from the teaching staff and a number of external coaches.

Games is a major part of school life and is timetabled for three afternoons each week. Fixtures are primarily played on Saturday afternoons and occasionally midweek and will, over the course of the year, involve most pupils. The main sports are hockey, rugby, netball, tennis, cricket, rowing and swimming and from Year 10, pupils not involved in these sports, can select other individual sports such as S&C, dance, squash and badminton.

In addition to the games programme, pupils take part in the afterschool (16:30-18:20) Activities programme which includes sports such as badminton, basketball, squash and volleyball. These can be played competitively against local opposition, including the Cambridge University Colleges. Sports such as athletics and cross country, enable pupils the opportunity to participate in district, county and national competitions.

The main school campus offers an excellent range of sporting facilities. The Sports Centre hosts a large sports hall with balcony and cricket nets, two modern fitness suites, three squash courts and two sports science classrooms. Alongside this is a full-size floodlit Astroturf pitch, complemented by a second full-size Astroturf at our Latham Road ground. Together, these provide the main setting for hockey during the Autumn and Lent terms before converting to twenty-one tennis courts for the summer.The main school field accommodates the 1st XV rugby pitch and 1st XI cricket square, as well as three hard tennis/netball courts and three grass tennis courts. Our additional sports ground, at Latham Road is a five-minute walk away, and provides around 20 acres of grass pitches, a full sized astro, a six-lane cricket net facility and three hard tennis/netball courts. The ground is shared with our Foundation partner, St Faith's Prep School.

The quality of coaching across the school is excellent, with competitive sport played to a high standard and pupils regularly progressing to representative honours at district, regional and national level. Professional coaches support several sports, providing pupils with access to specialist coaching and expertise.Our Strength and Conditioning and Sports Academy programmes provide additional support for our most talented and ambitious sportsmen and women, helping them to set appropriate fitness and performance goals while working closely with mentors, clubs and representative organisations.This commitment to sporting development is reflected in the achievements of our pupils both during their time at the school and beyond. With many going on to play professionally and internationally.

DIRECTOR OF TENNIS

The Director of Tennis will be responsible for the strategic leadership and development of tennis at The Leys. They will drive engagement and achievement across the school creating a thriving, ambitious tennis programme that combines broad participation with excellence in performance. Alongside which, they will also develop a high-quality, financially sustainable commercial tennis programme that makes effective use of the school's facilities, engages with the wider community and generates additional income for the school.

The following role profile is not necessarily a comprehensive definition and may be subject to modification or amendment at any time after consultation with the holder of the post.

Strategic Leadership, Management & Administration

- Provide strategic leadership for tennis at The Leys, establishing and delivering a clear and ambitious vision for its continued development.
- Act as the principal ambassador for tennis at The Leys, promoting the programme across the school and representing it positively with parents, prospective families, clubs, governing bodies and the wider community.
- Develop and implement a long-term plan encompassing school provision, staffing, facilities, resources and commercial growth.
- Lead, line-manage and develop the school's tennis coaches, promoting consistently high standards of coaching, professionalism and continuing professional development.
- Oversee the administration and operation of all tennis activity, ensuring effective systems, procedures and communication are in place.
- Develop and manage the overall tennis budget, encompassing school provision and commercial activity, ensuring effective financial planning, appropriate control and value for money.
- Ensure all tennis activity complies with the school's requirements for safeguarding, health and safety, risk assessment and relevant operating procedures.
- Monitor the overall performance and development of tennis at The Leys, providing regular reports and recommendations to the Director of Sport.
- Ensure effective communication with pupils, parents, staff and other stakeholders regarding the tennis programme.
- Oversee the procurement, maintenance and appropriate management of tennis equipment and resources.
- Develop strong relationships with relevant governing bodies, clubs, schools and other external organisations to support the continued development of tennis at The Leys.

School Tennis Programme & Pupil Development

- Lead the delivery of a thriving and ambitious school tennis programme that combines broad participation with excellence in performance.
- Plan and deliver high-quality tennis provision across Games, co-curricular and performance programmes, ensuring an excellent experience for pupils of all ages and abilities.
- Act as lead tennis coach, delivering high-quality coaching across the school as required and setting the standards expected throughout the programme.
- Plan and oversee the school's programme of training, fixtures, competitions, tournaments, tours and other tennis events, ensuring these are appropriately organised and communicated.
- Develop a clear and progressive player pathway from recreational and participation tennis through to performance and high-performance provision.
- Support the development of school teams, individual players and tennis scholars, enabling pupils to fulfil their sporting potential while maintaining an appropriate balance with their academic and pastoral commitments.
- Identify and support talented players, developing appropriate links with clubs, coaches, governing bodies and representative programmes where this will further their development.`

- Work collaboratively with the Director of Sport and wider Games Department to support pupil development and contribute to the broader sporting ambitions of the school.
- Promote the highest standards of behaviour, sportsmanship, commitment and wellbeing throughout the tennis programme.
- Foster a culture in which pupils enjoy their tennis, are encouraged to participate and are appropriately challenged to improve, regardless of their starting point.
- Contribute positively to the wider sporting and pastoral life of the school, including duties and wider sporting support where appropriate.

Commercial Development & Community Engagement

- Reporting into the Chief Commercial Officer, create The Leys Rackets Club which will be the umbrella under which all commercial rackets sports activity will sit (primarily tennis and padel).
- Develop a Leys Tennis Club team to enter local competitions and leagues
- Develop and lead a broader high-quality, financially sustainable commercial tennis programme that makes effective use of the school's facilities, serves the wider community and generates additional income for the school.
- Produce and implement a commercial tennis business plan, including programme development, pricing structures, staffing models, marketing, financial targets and opportunities for future growth.
- Maximise the appropriate use of the school's tennis facilities outside core school hours through coaching programmes, holiday camps, tournaments, events, court hire and other revenue-generating activities.
- Develop a Develop a compelling programme for junior and adult players from the wider community, building participation, customer loyalty and the reputation of The Leys as a centre for high-quality tennis provision.
- Monitor the commercial programme's participation, customer satisfaction, retention, income and expenditure, adapting provision to ensure its continued quality and financial sustainability.
- Recruit, deploy and manage appropriate coaching and support staff for commercial tennis activity, ensuring consistently high standards of delivery and customer experience.
- Work closely with the School's Marketing Department to promote commercial tennis activities, communicate opportunities and strengthen the profile of tennis at The Leys.
- Develop strong relationships with local schools, tennis clubs, governing bodies and community organisations to broaden participation and create mutually beneficial opportunities.
- Develop appropriate partnerships and outreach activity that strengthens the school's links with the wider community and creates further opportunities for tennis development.
- Explore sponsorship, events, partnerships and other commercial opportunities that are consistent with the school's values and strategic objectives.
- Ensure all commercial tennis activities comply fully with the school's safeguarding, health and safety, financial and operational requirements.

Person Specification

Criteria	Essential	Desirable
Qualifications Knowledge Experience	• Experience of coaching /running tennis teams at a high level • Experience of management/administration Minimum Level 3 Coaching award • Experience of developing and leading a high-quality tennis programme • Experience of budget management and financial planning • Experience of generating income or delivering commercially focussed sports programmes • Experience of recruiting, managing and developing coaches • Current LTA accreditation, appropriate safeguarding training and first-aid qualification	• Ability to coach other sports or games-related activities to a good level • Degree level qualification or equivalent • Experience of playing tennis at a high level • Experience of leading a Tennis programme • Other sport or games-related coaching qualifications • LTA Level 4 Senior Performance Coach qualification or equivalent • Experience of running holiday camps, community programmes, events or a tennis centre Experience of developing performance players to county, regional or national level • Commercial or business-development experience within sport
Skills Abilities	• Capacity to motivate, inspire and manage a group of staff • Demonstrating effective communication and inter-personal skills for dealing with pupils, parents, teachers, and support staff • Strong organisational abilities • Excellent teaching/coaching skills • Ability to motivate and manage students • Good working knowledge of IT • Commercial awareness and the ability to plan, price, promote and evaluate programmes • Ability to analyse participation and financial information and report clearly to senior colleagues Commitment to inclusive provision, excellent customer service and high professional standards	• Ability to work on your own initiative and as part of a team • Experience of marketing, partnerships or sponsorship development • Knowledge of tennis management, booking or customer relationship systems
Personal Qualities	• Capacity to be efficient, flexible and adaptable Capacity to be organised, energetic and self-directed • Ability to prioritise effectively • Ability to work in a busy environment and meet deadlines • Suitability to work with children, and enjoy doing so • Demonstrating an interest in children's wellbeing and education	• A good sense of humour • Ambition
Personal Commitment	• Candidates should be willing and able to commit themselves actively to support the ethos of the school	

How to *Apply*

If you are interested in applying, please **submit a completed application form, including covering letter** to the Head, to the Recruitment Team (recruitment@theleys.net), The Leys School, Cambridge, CB2 7AD **by 09.00am on Friday 13 November 2026**.

Shortlisted candidates will be invited to interview shortly after the closing date.

This role has the opportunity for regular contact with pupils and therefore is exempt from the Rehabilitation of Offenders Act 1974.

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Before appointment to any role in the school, checks including an Enhanced DBS Check and workplace references will be undertaken in accordance with current statutory guidance. Evidence of eligibility to work in the UK required as applicable.

The Foundation is committed to fostering an inclusive culture that promotes and values diversity and celebrates the diverse voice of our community.

By applying for this role, you are consenting to The Leys School storing your personal data. Please read our 'Privacy Notice for Job Applicants' for further details

Charity no: 1144035.



THE Leys
CAMBRIDGE

The Fen Causeway, Cambridge CB2 7AD T: 01223 508 900 E: admissions@theleys.net W: theleys.net
Instagram | Facebook | LinkedIn