University of St Andrews | FOUNDED 1413



Saints Sport

Director of Netball

Introduction

Founded in 1413, the University of St Andrews is Scotland's first university and one of the oldest in the English-speaking world. With more than 600 years of academic excellence, we are proud of our reputation as a world-class centre for learning, teaching, and research.

We are a research-intensive university where creativity, collaboration, and critical inquiry are at the heart of everything we do. Whether you are joining us in an academic, professional, or support role, you will be part of a team committed to delivering outstanding education and making a meaningful contribution to society.

We have been named the UK's best university in The Sunday Times Good University Guide 2027. It is the third time in six years the university has secured the top spot in the UK's longest-running university league table.

For those looking to be part of a university with deep-rooted heritage, a global outlook, and a forward-thinking approach, we invite you to consider joining our community at the University of St Andrews.

THE TIMES
THE SUNDAY TIMES
GOOD UNIVERSITY GUIDE 2027
1 RANKED FIRST IN THE UNITED KINGDOM



Saints Sport

Sport is central to life at the University of St Andrews, with around 60% of students staying active through Saints Sport. Bringing together the Athletic Union, student-led clubs, performance programmes, high quality facilities, and wellbeing initiatives, Saints Sport creates an inclusive environment where everyone can thrive from beginners to elite athletes.

The student run Athletic Union ensures students shape their sporting experience, while Performance Sport offers advanced coaching, specialist support, and scholarships for high performing athletes and teams.

With over 50 clubs, a strong focus on wellbeing, and leadership and volunteering opportunities (locally, nationally and internationally) Saints Sport plays a key role in personal development and community engagement.

Based at University Park, Saints Sport benefits from first class facilities and partnerships with BUCS and SSS, and also oversees children's activity, from the University Nursery to weekly classes and holiday camps.

Saints Sport additionally hosts bespoke training camps for professional teams, schools, and clubs, drawn by the quality of facilities and the tranquillity of the St Andrews setting.

From student life to community wellbeing, Saints Sport sits at the heart of an active and inspiring St Andrews experience



Job description

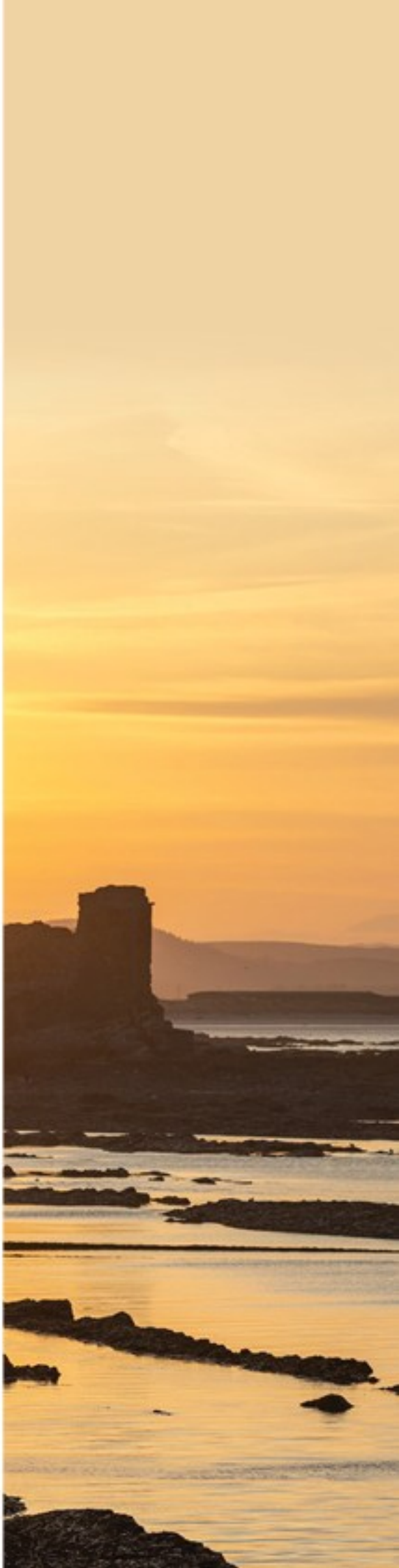
Reporting to:	Deputy Director of Sport
Location:	St Andrews
Job Family:	Managerial, Specialist & Administrative
Working Hours:	36.25 hours per week
Grade/Salary:	£39,560 - £46,970 per annum
Reference:	AD2032LS
Start Date:	08 February 2027 or as soon as possible thereafter
Interview Date:	w/c 4 January 2027
Duration of post:	Standard

Main purpose of the role

As one of eight sport specific Directors within Saints Sport you will be responsible for leading and developing Netball at the University. The post will involve coaching the University's first team to achieve outcomes agreed by The Deputy Director of Sport.

In addition, you will be responsible for squad/team selection throughout the club, and act as a mentor for the club and coaches. There will be administrative/off court responsibility in this role in the form of training and competition planning, student recruitment, programme development and organisation, fundraising, alumni engagement and partner relations.

Reporting directly to Deputy Director of Sport, you will contribute significantly to performance sport as a whole, whilst working closely with other colleagues across Saints Sport, specifically in administration, marketing and operations.



Key responsibilities

1. Lead the development of the University of St Andrews Netball Club at all levels in order to maximise the student experience
2. Work closely with the netball club's president and committee to shape the club and deal with matters concerning the club and it's members
3. Lead our netball performance programme, setting a strong training, competitive performance culture within the club
4. Coach the performance squad within the netball programme and ensure coaching provision is in place for other teams within the club.
5. Work closely with key performance support colleagues (such as strength and conditioning staff, performance coordinator)
6. Identify, attract, recruit and convert performance level netballers to the University
7. Recruit, direct, manage and develop netball coaches and help them with personal development as appropriate
8. Ensure trials are conducted appropriately, with teams and captains selected in accordance with the programme's selection policy.
9. Ensure that information relating to the programme, including results and publicity material, is provided on a regular basis to staff, players, key stakeholders, and local media, as appropriate
10. Work closely with Netball Scotland as appropriate and ensure effective relationships are forged with key staff
11. Ensure our best players have the opportunity to trial, train and play within Netball Scotland's performance pathway
12. Work with our marketing team to widely promote Saints Netball and the University of St Andrews as a venue for appropriate sports competitions and events
13. Contribute to the overall effectiveness of Saints Sport by identifying additional opportunities to maximise use of facilities and services
14. Explore potential income-generating netball activity for both students and the community, including summer programme activity, coach and official education, mixed leagues, staff netball, netball camps, and children's activity courses.

Special Requirements:

Willingness to work outside traditional working hours including regular work in the evenings, early mornings, and at weekends, including travelling and being away from home to attend fixtures and competitions.

Please note that this job description is not exhaustive, and the role holder may be required to undertake other relevant duties commensurate with the grading of the post. Activities may be subject to amendment over time as the role develops and/or priorities and requirements evolve.

Person specification

Attributes	Essential	Desirable	Means of assessment (i.e application form, interview, test, presentation etc.)
Education & qualifications (technical, professional, academic, qualifications and training required)	Minimum Lead Coach/ level 2 Certificate in Coaching Netball (or equivalent)	Sport related degree Advanced Coach/Level 3 Certificate in Coaching Netball (or equivalent) Up to date and relevant First Aid certificate	Application form/ interview
Experience & Knowledge (*examples of specific experience and knowledge sought*)	Proven netball coaching track record in a performance environment Experience of coaching performance players and/or talented young netball players, including the use of video analysis Recruiting elite student players	Experience of competitive university sport (BUCS) Proven commercial experience and ability to manage profitable netball coaching camps and courses Knowledge of Netball Scotland/local sports provision	Application form/ interview/ coached session (if necessary)

Person specification

Attributes	Essential	Desirable	Means of assessment (i.e application form, interview, test, presentation etc.)
Competencies & skills (e.g. effective communication skills, initiative, flexibility, leadership etc)	To be highly motivated and able to motivate and lead others Good organisational and time management skills An ability to engage with, and listen to, young adults and provide appropriate guidance and support Familiarity with, or willingness to undertake, training in IT skills necessary for analysis, report writing and general communication		Application form/ interview
Other Attributes/ Abilities (if applicable)	Ability to work with a wide range of people at every level and from different organisations including a willingness to work irregular hours as necessary Understanding of, and commitment to, equal opportunities in employment and sport	Coach and/or Tutor/Assessor, able to deliver Netball Coaching/umpiring Courses on behalf of the Governing Body	Application form/ interview /coached session (if necessary)

Benefits

St Andrews offers more than just a place to work it is a place to belong. We value collegiality, inclusion, and wellbeing, and we are committed to creating a workplace where staff can thrive and perform at their best.

In addition to the salary on offer for this position, there are a wide range of benefits for staff working at the University of St Andrews. The package for the **Director of Netball** includes:

- Financial contribution to relocation (subject to eligibility)
- Membership of the USS Pension Scheme with generous employer contributions of 14.5%
- A hybrid working environment, including partial homeworking where appropriate and a range of family friendly policies, supporting work-life balance
- Staff discount scheme for local and national goods and services
- Free staff parking, employee Carshare and Cycle to Work Schemes and subsidised local bus travel
- Subsidised sports membership, reduced tuition fees on degree programmes for staff, access to training and development opportunities including LinkedIn Learning, access to library facilities, salary sacrifice scheme
- 34 Days Annual Leave plus 5 Public Holidays.



How to apply

We are committed to creating an accessible, fair and inclusive recruitment process for all candidates. If you require reasonable adjustments or accommodations during the application or interview process then please let us know and we will be happy to discuss support with you.

We encourage applicants to apply online at www.vacancies.st-andrews.ac.uk/welcome

If you have difficulties in completing the online application form, then please call +44 (0)1334 461990 or contact vacancies@st-andrews.ac.uk to discuss available support.

Applications should consist of the online application form only. Please do not upload CVs or covering letters

For all applications, please quote ref: AD2032LS



Equality, diversity & inclusion

At St Andrews, we see diversity as a strength and value the rich variety of backgrounds, identities and experiences of our staff, students and alumni. We are committed to making the University a beacon of inclusivity and creating an environment in where everyone can flourish and realise their potential.

“We will achieve this through an approach that empowers our whole community and involves a determined shift in culture. Inclusivity will inform all of our policies and practices.”
The Principal, Professor Sally Mapstone

Diverse is a core theme of the University Strategy, and alongside our People Strategy, outlines a number of actions we are taking to create an inclusive culture. Our objectives include raising awareness of diversity events, initiatives and support, strengthening support for staff networks, creating more opportunities for employees to engage in consultations and discussions, offering a diverse range of rewarding career pathways and ensuring a working environment which supports positive working practices and behaviours.

We commit to providing a high-quality staff experience which enables all our staff to contribute, thrive, and perform at their best. By joining us at the University of St Andrews, you are joining a community which values difference, being your authentic self, and where you can play an active role in ensuring an inclusive environment for all.



St Andrews

A modern location surrounded with ancient history, St Andrews is a dynamic and friendly town found on the east coast of Scotland. Situated in the Kingdom of Fife, St Andrews has easy links to nearby commuter towns and transport links (including airports) to the nearby cities of Dundee (13 miles) and Edinburgh (c. 1 hour by train).

Beyond the lecture halls and labs, St Andrews is home to stunning, unspoilt beaches and fresh sea air. Take a peaceful stroll or an energising walk with friends along the iconic two-mile stretch of the West Sands. If you prefer the water, ride the waves at the East Sands or try sailing, sea kayaking and windsurfing. For breathtaking views, a walk to the end of the stone pier is an experience not to be missed.

St Andrews and the surrounding area is home to a wide range of restaurants and shops, while boasting an array of beautiful beaches. St Andrews is also the home of golf and there are seven local courses including the famous Old Course.

Fife is an area filled history and culture. There are nearly 5,000 listed buildings and 50 conservation areas across the Kingdom, with some historic structures dating all the way back to the 12th century. St Andrews enjoys a microclimate and is typically much drier than western parts of the country.



Further information

In accordance with the new immigration rules, it is with regret that this role does not meet the current suitability requirements set by the UKVI to enable sponsorship of migrant workers.

The University encourages all interested candidates to apply, and all applications received are assessed against the essential and desirable criteria listed in the further particulars. The successful candidate will have to demonstrate their right to work in the UK prior to commencing employment and where required, obtain the right to work in the UK without relying on University sponsorship.

Information on other visa options is available at www.gov.uk/check-uk-visa or by contacting our HR Immigration Team on hrimmigration@st-andrews.ac.uk.

Before an appointment can be confirmed, you will be subject to a Criminal Records check.

You are expected to uphold a duty of care towards colleagues, students, and communities, and to actively contribute to a safe, respectful, and inclusive environment. This includes responding appropriately to disclosures or reports of sexual misconduct, gender-based violence, bullying, harassment, or other concerns, in line with organisational policies, and signposting individuals to the appropriate departments



The University of St Andrews is a charity registered in Scotland, No: SC013532