



ST JOHN'S COLLEGE

HEAD OF STRENGTH AND CONDITIONING (S&C) JANUARY 2026

St John's College is a world-class Anglican School situated on a magnificent campus in Houghton, Johannesburg, offering quality education from Pre-Primary to Post-Matric. The school has an outstanding academic record and an excellent reputation in sport, music, drama, art and debating.

The Director of Sports invites applications for the position of Head of Strength and Conditioning (S&C).

St John's College aspires to establish one of the strongest and innovative School-based strength and conditioning programmes. We are therefore seeking a dynamic, visionary and highly qualified professional to lead this transformation. The successful candidate will not only design and deliver training, but also build and oversee the S&C programme, mentor coaches and students and embed best-practice sports science into the School's Sporting framework. This position requires flexibility, as it involves work on evenings, weekends, and occasionally during school holidays to support fixtures, tournaments and related commitments.

This is an exciting opportunity to shape the future of Student Athlete development at St John's, ensuring our students are equipped with the physical capacity, resilience and knowledge to perform at their best, both on and off the field.

Main Responsibilities

- Design and implement a School-wide S&C programme that supports all levels of athletic development and reflects best practices
- Establish and lead the S&C programme, mentoring and managing part-time S&C coaches and ensuring consistent delivery across all Sports
- Extend the programme into the Pre-Preparatory and Preparatory Schools, developing age-appropriate initiatives that build capacity in line with skill, ability and development, while ensuring coaches understand and apply the benefits
- Collaborate with Masters-in-Charge (MICs), head coaches, sports scientists, the gym manager, and multi-disciplinary professionals (physiotherapists, biokineticists, dietitians, physicians, psychologists etc.)
- Draft and monitor periodisation and performance plans for each sport, adapted to seasonal and individual needs
- Conduct fitness testing and profiling of Student Athletes and teams to inform training and track long-term development
- Deliver direct S&C coaching in the gym and on the field, as well as teach S&C as part of the Physical Education curriculum
- Educate Student Athletes and coaches on key performance areas, including recovery, hydration, injury prevention, overtraining and substance awareness.
- Oversee return-to-play protocols in partnership with the medical team
- Utilise performance technologies to drive data-informed training and evaluation
- Keep abreast of emerging trends, research, and innovations in sports science and apply these to elevate St John's College's performance environment.

Requirements

- Relevant Undergraduate degree in Strength and Conditioning, Human Performance or a related field
- Postgraduate degree is advantageous
- Minimum of 4 years' experience in a comparable role, ideally with teams or within a performance-driven environment
- Experience using various assessment and/or monitoring systems, specific to Student Athlete performance such as GPS monitoring systems
- Valid First Aid Level 1 Certificate (or higher).
- SACE registration is advantageous

Behavioural Success Factors

- Leadership: Inspire, mentor and elevate others while driving excellence in strength and conditioning practice
- Collaborate and influence: Build strong, respectful working relationships with colleagues, coaches, athletes, and parents
- Innovate and adapt: Embrace new methodologies and programmes to meet the evolving needs of athletes
- Student Athlete-centred focus: Prioritise long-term athletic development, performance, and well-being.
- Resilient and professional: Maintain composure and high standards under pressure, modelling discipline and commitment
- Student-centred approach: Prioritise student development by creating an inclusive, supportive, and stimulating learning environment that encourages curiosity and critical thinking
- Child welfare commitment: Demonstrate a strong dedication to the welfare and well-being of children, with knowledge of Safeguarding principles and in line with St John's College's Legacy of Care

Members of staff are expected to demonstrate a commitment to work within the values, Anglican ethos and mission of the school.

To apply for this position, please complete the form using this link [Application Form - Head of Strength and Conditioning](#) by no later than Tuesday, 30 September 2025.

At St John's College, we are committed to proactive safeguarding and promoting the welfare of all our children. All staff who have access to children will be vetted in accordance with the St John's College safeguarding policy. This policy stipulates that staff are required to undergo all the necessary background checks in keeping with the requirements for safeguarding and child protection in South Africa, and all staff perform duties in accordance with our school's HR Policies.

The school reserves the right not to proceed with the filling of the post. The appointment of candidates is at the sole discretion of St John's College, taking into account factors such as St John's College Employment Equity Policy. Applications are welcomed from South African citizens only or persons with a valid work permit. An application will not in itself entitle the applicant to an interview or appointment and failure to meet the minimum requirements of the advertised post will result in applicants automatically disqualifying themselves from consideration. Only short-listed candidates will be contacted. If you have not heard from St John's College within two weeks of the closing date, please assume that you have been unsuccessful in your application

St John's College, in line with POPIA (Protection of Personal Information Act) will attempt to ensure the confidentiality of all applicants for this role. All reasonable measures will be in place to protect personal information but will be used in the recruitment, selection, and reporting process. By submitting your application for this position, you are recognising and accepting this disclaimer.