



ATHLETICS DIRECTOR

As an **Athletics Director**, you will be joining a team of seasoned and dynamic Christian professionals who will value your expertise in developing, directing and implementing a full range of athletic programs, events and services at varsity, intramural, club and recreational levels in order to foster high standards of integrity, athletic excellence, and academic success. Reporting to the Dean of Student Life, you will also direct athletic activities, supervise the coordination of athletic events and manage athletic department budgets. Additionally, you will serve as liaisons with sports conference or division administrators; and get closely involved in the recruitment and retention of both internal and external coaches.

The successful candidate will start in late July 2026.

[APPLY ONLINE >](#)

WHAT YOU WILL DO

- Schedule and plan Secondary School athletic programs for the entire school year including league events and activities, and related travel arrangements.
- Provide visionary supervision for the athletics programs for ensuring stated outcomes are achieved and services are efficiently provided
- Perform first line intervention with coaches, student athletes, parents of athletes and spectators. Encourage and instruct them in good sportsmanship.
- Provide orientation, direction and training of coaches, and rules interpretations to them to ensure compliance with game rules and regulations.
- Ensure the safeguarding and well being of students and vulnerable adults, and best practice of health and safety that meet and fulfill legal requirements.
- Perform administrative duties such as policy development for athletics programs, manage athletics gear, schedule and make arrangements for practices and competitions, first-aid support, etc.

WE'RE LOOKING FOR SOMEONE WITH

- Strong passion and commitment to Christian education, with a positive attitude, and a growth mindset.
- A bachelor's degree in Education, Physical Education, or any subjects with PGDE (Postgraduate Diploma of Education) in Physical Education from an accredited university.
- At least 5 years of experience in coaching competitive teams, including at least 2 years in the delivery and administration of athletic programs, or combination of related athletic or

administrative experience in a secondary school setting. Experience gained in HK leagues (e.g. HKSSF, ISSFHK) will be highly preferred.

- Solid experience in interpreting, comprehending, and applying complex local/ international/ association/ league/ school rules and requirements.
- Level 1 Accredited Coach or equivalent certification.
- Proven knowledge in first aid with hands-on training.
- Excellent interpersonal skills to build a trust relationship and connect with students and parents in a friendly and authoritative manner.
- Ability to manage confrontation and challenging behavior, and difficult situations in a calm demeanor.
- Ability to work independently under time constraints to meet deadlines and schedules.
- Excellent planning and organizational skills with a strong eye for details.
- Full cognizant of the need to work outside normal school hours (after-school and weekends) as required.

WHAT WE OFFER

We offer a 5-day work week and an attractive international remuneration package, commensurate with the candidate's qualifications and experience. As part of the ICS Community, you will have the opportunity to work with colleagues and students of diverse cultural backgrounds. We provide resources and support to teachers and support staff with professional development for their career progression. We have a supportive and engaging working environment marked by a distinctive Christian ethos.

TO APPLY

Join us by submitting an online application with your resume and salary expectations.

We are committed to providing a secure environment safeguarding and promoting the welfare of children and young people. All applicants must be willing to undergo thorough background checks and child protection screening.

All personal data collected will be kept in strict confidence and will only be used for recruitment purposes.

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ABOUT ICS

ICS is a Christ-centered K-12 school dedicated to the spiritual formation and academic excellence of our 1,100 students. As one of Hong Kong's premiere college preparatories, we offer a classical US Liberal Arts curriculum encouraging a love of truth, beauty and goodness. Students are formed as '**Oaks of Righteousness**' to serve God and neighbor in their generation.