



King's College
TAUNTON

COMMERCIAL DIRECTOR

CLOSING DATE:
WEDNESDAY 8 APRIL 2026



HEADMASTER'S WELCOME

At King's, we are committed to ensuring that every young person has the opportunity to unlock their potential, regardless of background or circumstance.

Thank you for your interest in the role of Commercial Director at King's College.

King's College is a thriving, co-educational, independent boarding and day school for pupils from 13 to 18 years.

We are seeking a dynamic and adaptable Commercial Director to lead the development and delivery of the School's commercial strategy.

This pivotal role will focus on building strategic partnerships, maximising non-fee income, optimising the use of the School's assets, and strengthening long-term financial sustainability, all while safeguarding our educational mission, reputation, and charitable objectives.

This is a Senior Management Team position suited to a highly energised and creative individual, motivated by challenge and committed to leading a growing team to meet and exceed ambitious targets by leveraging the many strengths of King's.

We look forward to hearing from you and considering your application.



Michael Sloan
Executive Head, King's College Taunton

King's College and King's College Prep are Woodard Schools. We are committed to safeguarding and promoting the safe welfare of children and young people, and expect all staff to share this commitment. This post is subject to an enhanced DBS check.

ABOUT THE SCHOOLS

King's provides continuous day and boarding education for girls and boys aged two to 18 years. It comprises King's College Prep which has approximately 300 children from 2 to 13 and a senior school with approximately 400 pupils from 13 to 18.

The schools are situated on separate sites in the south west of England and combine traditional values with state-of-the-art facilities. Both schools are run by one governing body, with many functions (marketing, strategy and finance for example) undertaken jointly.

King's College has a rich and welcoming family and community ethos. Just over 60% of the pupils board. For a relatively small school, it has an enviable record of success in all areas.

The school has regularly topped GCSE and

A-level league tables for Somerset. A broad range of co-curricular activities is offered, and the school is renowned for its success in sport, music, performing arts, fine art, design technology and outdoor pursuits. In many of these activities our pupils have achieved success at national and even international levels.

Good discipline is encouraged in a firm and positive way within a supportive pastoral framework. King's College is strong on manners and social skills. Pupils go on to thrive at good universities and in their professional careers. In short, King's is a purposeful, outward-looking, down-to-earth, highly successful school.



KING'S COLLEGE

South Road, Taunton TA1 3LA

Main School Building

- 1 The Chapel
- 2 The Quad
- 3 Dining Hall
- 4 Woodard Room
- 5 Latin
- English
- Philosophy of Religious & Ethics
- Modern Foreign Languages - upstairs
- 6 Main School Corridor
- Headmaster's Office
- PA to the Headmaster's Office
- Examination Office
- Admissions Office
- Careers Office
- Maths
- 7 Philip Richards Building
- Library - upstairs
- IT Helpdesk
- Visitor toilets
- 8 Headmaster's House
- 9 Silvermead Studio and Arts House
- 10 Briar Lee Tennis Courts
- 11 Sixth Form Centre
- Head of Sixth Form Office
- Development Office
- 12 School Uniform Shop
- 13 Cookery School

- 14 Laundry
- 15 Shooting Range
- 16 CCF and Outdoor Pursuits
- Stores
- Chindits
- Army/Navy/Marines
- 17 Finance Office
- 18 Design Technology Centre
- 19 Squash Courts
- 20 First Team Cricket Pavillion
- 21 First Team Cricket Pitch
- 22 Buttler's Ramp
- 23 Tennis and Netball Dome
- 24 Tennis and Netball Courts
- 25 Sports pitches (rugby/cricket/athletics/football)
- 26 All-weather Hockey Pitch
- 27 Cricket Pavilion
- 28 Athletics Cabin
- 29 Sports Performance & Cricket Centre
- 30 Swimming Pool
- 31 Changing Cabins
- 32 Sports Hall
- Climbing Wall
- Gym
- PE Classrooms

- 33 Science Centre
 - Biology
 - Chemistry
 - Physics
 - History
 - 34 Geography Centre
 - 35 The Amphitheatre
 - 36 The Theatre
 - Black Box
 - Auditorium
 - 37 Music School
 - The Octagon
 - Music Technology
 - Practice Rooms
 - 38 Medical Centre
- A Bishop Fox House - Boys
 - B Carpenter House - Girls
 - C Meynell House - Girls
 - D King Alfred House - Boys
 - E Taylor House - Girls
 - F Woodard House - Boys
 - G Tuckwell House - Boys



A RURAL COUNTY OF ROLLING HILLS

Taunton is surrounded by natural beauty, with the Blackdowns, Mendips and Quantock Hills on the doorstep, plus Exmoor National Park, the Somerset Levels and Dartmouth are a short drive away.

Somerset is renowned for its cheddar cheese and cider. A wealth of apple orchards once made Somerset the cider capital of the UK, whilst the Cheddar Gorge caves are still used to mature cheese today.

Taunton is the county town of Somerset, in the South West of England. It is a busy market town located between junction 25 and 26 on the M5.

A growing commercial and residential centre, Taunton has a splendid small theatre, the County Cricket Ground, a successful rugby club, a delightful museum, the usual shopping outlets and restaurants, and a regular farmers' market.

If you love the great outdoors, you can be on the beach in 40 minutes and the Quantocks are just 15 minutes away. For those who prefer city lights, the fast West Country train service reaches Paddington in under two hours. By car, Exeter is 25 minutes south, Bristol 35 minutes north and you can reach Bath in about an hour.



THE POST

Job Title	Commercial Director
Reports to	Headmaster
Hours	All year round, full time 40 hours per week - Monday to Friday 8.30am to 5.30pm with an hour for lunch. Occasional evening and weekend work required.

KEY RESPONSIBILITIES

Strategic Leadership

- Develop and implement a multi-year commercial strategy aligned with the School's overall strategic plan.
- Identify and evaluate new income streams, partnerships, joint ventures, and commercial opportunities.
- Prepare and present business cases and investment proposals to the Senior Leadership Team and Governors.

Income Generation & Trading Activities

- Lead and grow revenue from:
 - Sports and facilities lettings
 - Summer schools and holiday programmes
 - Catering and hospitality for King's managed events
 - Delivery of non-educational services
 - Retail, merchandising, and brand licensing
 - Partnerships and agency relationships
- Ensure all trading activities operate on a commercially sound basis and achieve agreed financial targets.

Asset & Facilities Commercialisation

- Work closely with the Operations Director to improve utilisation and return on the School's estate outside core academic hours.
- Work closely with Operations, Academic and Co-Curricular teams to balance educational priorities with commercial use.
- Oversee pricing strategies, yield management, and

Financial Management & Governance

- Work closely with the Bursar and Finance Office in planning and managing the financial aspects of all commercial activities including plans, forecasts, and performance reporting.
- Ensure compliance with charity law, VAT, trading subsidiary structures, and HMRC requirements.
- Manage risk, contracts, procurement, and supplier relationships in line with School policies.

Team Leadership & Culture

- Lead, develop, and performance-manage the commercial team that supports the development of commercial activities and provides the day-to-day administration of events and lettings.
- Build a strong customer-focused, results-driven culture.
- Ensure appropriate training, safeguarding awareness, and operational standards across all activities.

Brand, Marketing & Partnerships

- Work closely with Marketing and Admissions to strengthen brand value and market positioning.
- Develop external partnerships with local authorities, sports clubs, universities, corporates, and international organisations.
- Represent the School professionally with commercial partners and stakeholders.

PERSONAL SPECIFICATION

	Essential Criteria	Desirable Criteria
Qualifications	<ul style="list-style-type: none"> Educated to at least degree level 	<ul style="list-style-type: none"> Relevant professional qualification (MBA, ACA/ACCA/CIMA, or similar)
Experience	<ul style="list-style-type: none"> Proven senior commercial leadership experience, ideally in education, hospitality, leisure, property, or charity sectors Strong track record of developing and delivering profitable commercial strategies Experience of leading multi-disciplinary teams and managing complex stakeholders Strong governance awareness and understanding of risk, compliance, and reputational management 	<ul style="list-style-type: none"> Experience working within independent schools, charities, or not-for-profit organisations Knowledge of trading subsidiaries, VAT, and charity governance structures Experience of estates commercialisation or multi-site asset management
Skills	<ul style="list-style-type: none"> Excellent communication and influencing skills Commercially astute with excellent financial literacy and contract negotiation skills 	
Personal Qualities and Abilities	<ul style="list-style-type: none"> Strategic, entrepreneurial, and solutions-focused Values-led and aligned to the overall mission of King's Resilient, adaptable, and commercially confident Collaborative and stakeholder-oriented High levels of integrity and professionalism 	

The qualities and experience outlined in the person specification will be assessed by the following methods:

- Sight of original qualifications
- King's College application form
- Interview
- References from current employer and other, chosen, professionals

King's College is committed to safeguarding and promoting the safe welfare of children and young people, and expect all staff to share this commitment. This post is subject to an enhanced DBS check.

APPOINTMENT PROCESS



Candidates are expected to have read the enclosed appointment policy and agreed to the terms within.

King's has its own pay scale and there are discounts at both King's College Prep and King's College for staff children.

Please write a brief letter of application, addressed to the Headmaster, complete the application form enclosed and send by email or letter to:

HR Department
c/o King's College, Taunton, Somerset TA1 3LA

recruitment@kings-taunton.co.uk

01823 328231 / 328190

The closing date for applications is 9.00am Wednesday 8 April 2026.



We encourage.
We are courageous.
We are King's.



King's College Taunton

South Road, Taunton, Somerset, TA1 3LA

www.kings-taunton.co.uk