



Head Coach

Job Description

Position Summary: The Head Coach at Hiawatha Academies is responsible for leading and managing the school's athletic program for that particular team, fostering a positive and inclusive team culture, and developing student-athletes both on and off the field. This position requires strong leadership skills, effective communication abilities, and a passion for sports and youth development. The Head Coach collaborates with school administrators, staff, and community members to ensure the success and growth of the athletic program while upholding the values and mission of Hiawatha Academies.

Reports To: Athletic Director

FLSA Status: Exempt

Work Schedule:

Location: Onsite

ESSENTIAL FUNCTIONS and RESPONSIBILITIES:

General Duties

- **Leadership:** Provide strong leadership to the coaching staff and student-athletes, setting clear expectations and fostering a culture of teamwork, respect, and accountability.
- **Program Management:** Oversee all aspects of the athletic program, including scheduling, budget management, equipment procurement, facility coordination, and emergency response.
- **Skill Development:** Develop and implement comprehensive training programs to enhance the skills and performance of student-athletes, focusing on technical proficiency, physical conditioning, and strategic understanding of the sport.
- **Mentorship and Guidance:** Serve as a mentor and role model for student-athletes, providing guidance and support to help them achieve their academic, athletic, and personal goals.

- **Competition Preparation:** Plan and execute effective game strategies, analyze opponents' strengths and weaknesses, and motivate student-athletes to perform at their best during competitions.
- **Compliance:** Ensure compliance with all school, district, and state regulations regarding eligibility, safety protocols, student code of conduct, and sportsmanship standards.
- **Community Engagement:** Demonstrate the capacity to collaborate effectively with network leaders in a professional manner in addition to addressing conflicts with students and families. Simultaneously, strive to build robust relationships with parents, alumni, community partners, and other stakeholders to not only promote the athletic program but also to improve support for our student-athletes.
- **Fundraising:** All coaches are expected to lead and participate in network-approved fundraising efforts to sustain athletic programs and initiatives.
- **Professional Development:** Stay current with best practices in coaching, sports science, and education through professional development opportunities and collaboration with colleagues.

Other Duties

- Attend meetings, workshops, or training sessions as directed by the Athletic Director.
- Perform other duties as assigned

QUALIFICATIONS GUIDE:

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Education & Experience:

- Bachelor's degree in education, sports science, or a related field (Master's degree preferred).
- Previous coaching experience at the high school level, with a successful track record of developing student-athletes and building competitive teams.
- Strong knowledge of the sport(s) being coached, including rules, strategies, and training methodologies.
- Excellent communication and interpersonal skills, with the ability to effectively communicate with diverse stakeholders and inspire student-athletes.
- Commitment to fostering an inclusive and equitable athletic environment that promotes diversity, equity, and inclusion.
- Valid coaching certification(s) and/or licensure, as required by state and governing athletic associations.

- Ability to pass background checks and meet all other requirements for employment in a school setting

Other Qualifications:

- Training or willingness to be trained in Crisis Prevention Intervention
- Bilingualism in Spanish and English preferred
- State and federal background clearance (Trusted Employees) to work with students (123B.03).
- No prospective employee can report to work without this clearance being received and the Human Resources Manager notifying the immediate supervisor of this clearance.

Acquired Skills:

- Well-developed, clear communication and interpersonal skills that maintain a respectful, professional, and courteous manner
- Conflict resolution skills
- Ability to work with diverse student populations

Abilities:

- Ability to build trusting relationships.
- Ability to read, comprehend, and interpret professional and other written material.
- Ability to compute, think logically, and solve problems.
- Ability to effectively use strategies that include consideration of each player's learning styles, needs, and background.
- Ability to maintain a positive, collaborative relationship with colleagues and administration. Ability to maintain a positive environment while achieving order and discipline.
- Demonstrated professionalism and commitment to excellence.
- Ability to write and speak in a logical and understandable style, using appropriate grammar and sentence structure, and a demonstrated command of standard English, enunciation, clarity of oral directions, and pace and precision in speaking.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- While performing the duties of this job, the employee is regularly required to verbally communicate and acknowledge communications from others.

- The employee frequently is required to walk; sit; reach with hands and arms 0 - 24 inches and occasionally up to 36 inches; climb or balance and stoop, kneel, crouch or crawl.
- The employee must be able to demonstrate and teach correct lifting procedures with weights.
- Specific vision abilities required by this job include close vision, distance vision, depth perception, peripheral vision, and color vision.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- While performing the duties of this job, the employee frequently works in inside conditions but it may require work to be done in outside conditions depending on the sport. The noise level in this environment is moderate to loud, but may on occasion become extremely loud.

Anti-Discrimination Policy and Commitment to Diversity:

Hiawatha Academies believes in providing equal employment opportunities for all employees and equal educational opportunities for all students. Hiawatha Academies will not violate any law prohibiting discrimination for or against any student, employee, or applicant based on race, color, religion, creed, age, sex, gender, gender expression, national origin, ancestry, marital status, pregnancy, disability (including those related to pregnancy or childbirth), membership or non-membership in a labor organization, sexual orientation, status with regard to public assistance, genetic information, or any other characteristic protected under local, state or federal statute, ordinance or regulation ("protected status").