



**Job Description:** Head Varsity Softball Coach

**Location:** Maple Heights High School

**Position Type:** Athletic/Supplemental

**Reports To:** Director of Athletics and Extracurricular Activities

### **POSITION SUMMARY:**

Maple Heights High School is seeking a dedicated, knowledgeable, and inspirational leader to serve as the Head Varsity Softball Coach. This individual will be responsible for developing and overseeing all aspects of a successful softball program, from youth engagement to varsity competition. The ideal candidate is a teacher of the game who prioritizes the holistic development of student-athletes, fostering not only their softball skills but also their character, academic commitment, and citizenship.

The Head Coach will build a program that embodies discipline, sportsmanship, and Mustang Pride, both on and off the field.

### **PRIMARY RESPONSIBILITIES & DUTIES:**

#### **Program Leadership & Coaching:**

- Develop and implement a comprehensive, year-round player and program development plan for Maple Heights Softball.
- Conduct organized, purposeful, and safe practices that emphasize fundamental skills, advanced tactics, situational awareness, and physical conditioning.
- Direct all game-day activities, including strategic preparation, lineup creation, in-game decision-making, and post-game evaluation.
- Create a positive, competitive, and accountable team culture that values respect, hard-work, resilience, and teamwork.

#### **Student-Athlete Development:**

- Act as a mentor and role model, teaching life lessons through softball, including leadership, integrity, and handling adversity with grace.

- Actively monitor the academic performance of all team members, emphasizing the "student" first and ensuring eligibility standards are met.
- Instill a deep respect for the game, opponents, officials, and equipment.
- Identify and develop leadership qualities within the team roster.

**Program Administration & Communication:**

- Recruit, supervise, and mentor the entire softball coaching staff (Middle School, Freshman, JV, etc.) to ensure a consistent coaching philosophy and teaching progression throughout all levels.
- Collaborate with the Director of Athletics and Extracurricular Activities on scheduling, budget management, field maintenance, uniform/equipment inventory, and transportation.
- Maintain clear, consistent, and professional communication with players, parents/guardians, school administration, and the community.
- Act as the primary spokesperson for the softball program and actively promote it within the Maple Heights community.

**Compliance & Safety**

- Ensure strict adherence to all policies, rules, and regulations of Maple Heights High School, its athletic conference, and the Ohio High School Athletic Association (OHSAA).
- Prioritize player safety above all else, including the implementation of approved protocols for weather, injuries, and concussions.
- Maintain current certifications in First Aid, CPR, Sudden Cardiac, Lindsay's Law, Coaching Fundamentals, PBIS Training and Mental Health Training.

**QUALIFICATIONS:**

**Required:**

- Valid Pupil Activity Permit (PAP) with the Ohio Department of Education
- High School Diploma or equivalent.
- Significant knowledge of and playing/coaching experience in softball, with a strong grasp of technical skills, strategic systems, and practice planning.
- Proven leadership abilities with excellent communication, organization, and motivational skills.
- Ability to build positive relationships with student-athletes from diverse backgrounds.
- Current required safety certifications or the ability to obtain them prior to the season.
- Successful completion of all criminal background checks.

**Preferred:**

- Bachelor's Degree.
- Teaching credential and interest in a teaching or instructional aide position within the district (if available).
- Previous experience as a Head Coach or Assistant Coach at the high school or collegiate level.

- Demonstrated success in building, sustaining, and promoting a softball program.
- Experience with off-season strength and conditioning programming.

**Compensation:** This is a stipend position, commensurate with experience, as defined by the Maple Heights City Schools Supplemental Schedule.

**Application Instructions:**

Qualified candidates should submit an online application via Frontline and attach the following:

1. A detailed cover letter addressing your coaching philosophy and your vision for the program.
2. A current résumé.
3. A list of three (3) professional references with contact information.

**Application Deadline:** Until position has been filled

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