

Miles Community College
Head Women's Softball Coach

Department: Athletic
FLSA Status: Exempt
Travel Required: Yes

Job Status: Full Time
Reports To: Athletic Director
Positions Supervised: Assistant Coach

ESSENTIAL FUNCTIONS

Reasonable Accommodations Statement

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable Accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

Essential Functions Statement(s)

- Provide overall management and leadership of the college softball program by utilizing appropriate player development, game management, and program oversight techniques.
- Responsible for complete and thorough budget review and adherence to athletic budget in consultation with the Athletic Director and Vice President of Student Engagement.
- Manage the college softball program's financial affairs effectively, ethically, and innovatively within the constraints of approved budget.
- Serve as secondary advisor to all athletes on the women's softball team to assure registration and eligibility standards are met.
- Perform (in a timely manner) all documentation requirements of budgetary expenditures.
- Supervision of team members, both on and off the field. This includes timely communication with enrollment, financial aid, housing, dining, and student life professionals.
- Recruit qualified student-athletes to Miles Community College and meet targeted enrollment goals established by the Athletic Director.
- Work as assigned by the Athletic Director and/or Vice President of Student Engagement and/or President or his/her designee for the many fund-raising activities that MCC does in conjunction with the MCC Foundation.
- Facilitate practice and game times for the current and following seasons in coordination with athletic department. This includes developing the season's schedule of games and coordinating all components of team travel.
- Be active in regional meetings and correspondence.
- Assist in the maintenance of a safe classroom, laboratory, athletic, and college workplace environment for students and employees of the college.
- Be an advocate of the college; endeavor to enhance its image and strengthen its role in providing programs and services to students and community; this includes activities involved with recruiting and retaining students.
- Participate in assigned committees.
- Responsible for ensuring officials are assigned for home contests in coordination with the Athletic Director. This may include working with any regional referee pool chairs.
- Adhere to all NJCAA regulations and reporting requirements.
- Work closely with Title IX Coordinator and Vice President of Student Engagement on student-athlete awareness programs and understanding of college policies.
- Perform other duties and responsibilities as mutually determined with appropriate administrative supervisors.

POSITION QUALIFICATIONS

Competency Statement(s)

- Adaptability - Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.
- Attendance/Punctuality - Is consistently at work and on time.
- Business Acumen - Understands basic business practices.
- Change Management - Communicates changes effectively.
- Oral Communication - Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Responds well to questions; Participates in meetings.
- Written Communication - Writes clearly and informatively; Edits work for spelling and grammar; Varies writing style to meet needs; Presents numerical data effectively; Able to read and interpret written information.
- Cost Consciousness - Works within approved budget; Develops and implements cost saving measures; Contributes to profits and revenue; Conserves organizational resources.
- Customer Service - Manages difficult or emotional customer situations; Responds promptly to customer needs; Meets commitments.
- Delegation - Delegates work assignments; Matches the responsibility to the person; Sets expectations and monitors delegated activities.
- Dependability - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments.
- Initiative - Seeks increased responsibilities; Takes independent action.
- Judgment - Displays willingness to make decisions; Exhibits sound and accurate judgment; Supports and explains reasoning for decisions; Includes appropriate people in decision-making process; Makes timely decisions.
- Managing People - Includes staff in planning, decision-making, facilitating and process improvement; Makes self available to staff; Provides regular performance feedback; Develops subordinates' skills and encourages growth; Improves processes, products and services.
- Organizational Support - Follows policies and procedures; Completes administrative tasks correctly and on time; Supports organization's goals and values.
- Planning/Organizing - Prioritizes and plans work activities; Uses time efficiently; Organizes or schedules other people and their tasks.
- Problem Solving - Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions.
- Professionalism - Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions; Follows through on commitments.
- Quality Management - Looks for ways to improve and promote quality; Demonstrates accuracy and thoroughness.
- Quantity - Meets productivity standards; Completes work in timely manner; Strives to increase productivity; Works quickly.
- Safety and Security - Observes safety and security procedures; Uses equipment and materials properly.
- Strategic Thinking - Develops strategies to achieve organizational goals; Adapts strategy to changing conditions.
- Inclusion - Provides an environment that is inclusive of all students and supports underrepresented students.
- Assessment - Assesses annual performance and works closely with the institutional research and enrollment management team.

SKILLS & ABILITIES

Education: Associates Degree required; Bachelor's Degree preferred.

Experience: Previous coaching experience at the college or high school level is preferred. Demonstrate knowledge in regard to organizing and developing a plan for the softball season, daily practice plans, and recruiting athletes to participate in the softball program. Responsibilities include proven skills in working with game and practice management, fundraising, community involvement, academic advising of student-athletes, and working within a predetermined budget.

Other Requirements

Must be capable of protecting the health and well-being of the student athletes by having knowledge of the structure and function of the human body. Must have a working understanding of how to properly condition athletes and prevent injuries as well as recognize, evaluate and follow proper course of action when injuries do occur.

REVIEWED BY (SUPERVISOR SIGNATURE) _____

DATE _____

REVIEWED BY (EMPLOYEE SIGNATURE) _____

DATE _____

Miles Community College has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent a contract of employment, and the College reserves the right to change this job description and/or assign tasks for the employee to perform, as the College may deem appropriate.