

## York University

### Job Posting— Confidential, Professional & Managerial Employees (CPM)

<b>Job Title:</b> Head Football Coach	<b>Job Code:</b> 950809
<b>Reports To:</b> Director, Varsity Athletics	<b>Salary Grade:</b> F
<b>Faculty / Dept.:</b> Athletics & Recreation	

#### Job Overview

York University's department of Athletics and Recreation is on a mission to transform the people we engage by leading the creation of a proud engaged campus; dedicating ourselves to excellence; investing in leaders and championing physical activity, sport and wellness. The Athletics portfolio in the department is proudly dedicated to the pursuit of excellence in varsity athletics and committed to the development of student-athletes who aspire to become champions at the highest level of academic and athletic performance. Varsity athletics plays a significant and crucial role in promoting institutional pride and fostering outreach with the community and alumni.

Reporting to the Director, Athletics, the Head Football Coach advances the departmental mission and vision through creating and fostering a positive culture that embraces and supports student-athletes, coaches, and the team, in the pursuit of excellence both on and off the field. Through their inclusive and equitable leadership, positive coaching philosophy, sustainable program management, and exceptional diplomacy, communication and stakeholder engagement, the York University Lions Football program and its players will thrive.

In close consultation with the Athletic Director, student-athletes and other stakeholders, the Head Coach identifies and builds a compelling vision for the York Lions Football program that includes evidence-based and leading-practice initiatives such as programs that support students and their academic, personal, athletic and professional success from admission through to graduation. The position involves a high degree of independent decision-making responsibility and personal initiative. The Head Coach is responsible for developing and delivering long-term strategic and resource plans that are advanced through identifying and meeting annual goals, targets and success measures. As the lead spokesperson of the football program, the Head Football Coach also helps the University build community support for the football team and contributes to resource development and fundraising initiatives to enhance the overall program.

The Head Coach is a role model and will be required to uphold, commit, and adhere to Athletics & Recreation's values and principles of dignity for all, respect for all, including their time and contributions, fairness in all we do and create, and to hold the values of inclusivity and equity as key to a safe and collaborative environment that fosters success.

#### Key Responsibilities

- **Coaching** the Football team in a positive environment that is consistent with the values of York University and in fostering the holistic development of the student-athletes by:
  - Setting annual program competitive objectives, which motivate student-athletes to strive for their greatest potential both athletically and academically
  - Provide an inclusive, holistic, safe, barrier-free environment that maximizes student-athlete development and their engagement

- Uses restorative approaches to resolve conflicts and address conduct
  - Developing, with the assistance of the technical coaching staff, tools, and systems to realize the achievement of the program objectives
  - Overseeing the design and implementation of training plans and game strategies
  - Management and mentorship of full-time and part-time program coaches and support staff
  - Regular evaluation of progress through the review of statistics and other feedback.
  - Undertaking an annual review of team performance and technical assessment.
  - Working closely with the Manager, Varsity Athletics, Student Support and Administration, develop and implement innovative student support and success programs, access to services, and to ensure that student-athlete eligibility, safe sport, and anti-doping requirements are adhered to.
  - Working closely with the Manager of Sports Medicine & Sports Injury Clinic ensure athletes are engaging with therapy and strength conditioning programs.
- **Program Management** in an efficient, financially sound, and transparent manner by:
    - Developing, implementing, and evaluating the program's long-term sports development and strategic plan that includes assessment and evaluation of staff, student-athlete and team performance
    - Attending all sport-specific conference (OUA, U SPORTS) league meetings and conference voting protocols.
    - Developing a strategic and sustainable plan for financial management of the football program.
    - Monitoring the approved budget to ensure a balanced program operating budget at fiscal year-end.
    - Liaising with the Manager, Varsity Athletics, to complete the program's annual competitive schedule, establish the program's annual calendar of events, and confirm the allotted facility requirements for training, competition, and special events.
- **Recruiting**
    - Overseeing the development and implementation of multi-year athlete recruitment program
    - Establishing strong relationships with school and club-level football locally, regionally, and nationally.
    - Establishing ongoing contact with potential student-athletes under the OUA and USPORTS regulations.
- **Relationship Management and Community Outreach**
    - Lead and direct program relationships with both internal and external community.
    - Build strategic relationships with football groups in the local and broader community to foster relationships, build networks, increase visibility, increase awareness, and that act as a resource to enhance community engagement and build loyalty.
    - Represent the University and the Program at the OUA coaches' conference and USPORTS national meetings, and other community events as appropriate.
    - Establish and coordinate approved program-specific fundraising initiatives.
    - Facilitate the involvement of the U SPORTS Program's student-athletes in community outreach and on-campus promotions.
    - Actively engage with the Associate Director of Advancement in the design and implementation of the alumni relation plan for their program around leadership and operational implementation for the long-term stability, development, and success of the U SPORTS program.

## Required Qualifications

### Education, Training & Credentials

- Undergraduate degree in kinesiology/physical education/sport administration/sport management or related field. Master's degree preferred. National Coaching Certification NCCP Level III. Knowledge and working experience in Long-term Athlete Development (LTAD), Safe Sport and Rowan's Law.
- Satisfactory Vulnerable Sector Screening will be required.

### Experience

- The ideal candidate will have a proven track record of success in coaching at an elite level, with a minimum of five (5) years' experience as head coach or assistant coach at the University or College level. Recent head coach experience at USPORT level will be considered a strong asset. Coaching philosophy consistent with a commitment to the total development of the student athlete. A demonstrated history of highly effective human resource management skills, including but not limited to proactive performance management, building a strong collaborative team, mediating conflict, change management skills, navigating extremely complex and sensitive issues ensuring adherence to policy and finding resolutions.

### Knowledge

- A thorough knowledge of football policies, procedures, rules, and regulations governed by Ontario University Association (OUA) and U Sport. Knowledge of both the university and Canadian University sport environments and the Canadian sport system.
- Comprehensive knowledge of coaching systems and technical/tactical strategies, the ability to teach/coach/prepare for practice and games at a national level. Strong technical knowledge and background in Football acquired through practical experience and coaching at a highly competitive level.

### Skills

- Demonstrated commitment to equity, diversity, inclusion and anti-racism. Experience in using an equity-informed approach to leading teams and supporting athletes to thrive.
- Expertise in the game of football with exceptional skills in team selection, practice and game planning/scheduling, skill analysis, off season training and student athlete mentoring and counselling.
- Experience motivating and managing people to reach their full potential as individuals and as a team. Ability to manage the student-athletes in terms of their academics and athletics.
- Proven ability to recruit athletes throughout Canada and the United States.

- Experience in building a successful program of this type.
- Demonstrated ability to work both independently and as a part of a team.
- Ability to foster relationships with alumni, academic units, university staff, colleagues, students and community associations.
- Superior interpersonal skills including a strong student-athlete centered focus.
- Superior ability to listen, consult and implement decisions.
- Strong organizational and administrative skills.

### **Summary of Work Environment**

- Primarily indoors in a training venue with exception of field sports which are outdoors where environmental factors include: rain, snow, intense humidity/heat and/or cold, sun, etc.
- Job includes office work, training athletes in many environments and travel for competition, meetings, recruiting and community appearances. Requires intense periods of work specifically during the season where work demands may exceed 40 hours/week.