

## DRAFT – June 18, 2018

### ATHLETICS JOB FAMILY - COACH

**JOB FAMILY CONCEPT:** The Athletics job family is responsible for providing operational support, administrative and professional guidance, management, and strategic planning for varsity sports programs. The Athletics job family develops student athletes through academic and personal mentoring, coaching, and training. Athletics roles must adhere to university, NCAA or NIRA, and conference rules and regulations.

#### **ATHLETICS COACH**

This role is responsible for the recruitment and development of student athletes to build a successful varsity athletic program. Positions in this role will be responsible for ensuring compliance with applicable federal and NCAA conference rules and regulations.

#### **COACH 1**

##### Typical Functions

- Provides direction for student athletes at practices and games
- Performs functions specific to the area of expertise, which may include special teams
- Works with and mentors other coaching staff to ensure team is operating effectively
- Monitors athletes academic progress
- Identifies resources for student athletes necessary to assist students in their athletics and personal development
- Sets up recruiting visits, identifies talent, and participates in active recruiting
- Participates in development activities and may identify donors
- Serves as an ambassador for the University of Tennessee
- Assists to ensure athletic program is compliant with NCAA conference rules and regulations
- May perform budget management functions
- May represent the Head Coach in their absence

##### Complexity and Decision Making Authority

Works independently on strategic assignments. Reviews progress, implements changes, and assesses results. Has the authority to make and implement independent decisions on complex issues within scope of responsibility.

##### Knowledge, Skills, and Abilities

Knowledge of sport. Knowledge of coaching and the ability to work successfully in a team environment. Knowledge of applicable rules and regulations. Ability to lead, mentor, and motivate others.

##### Education/Experience

Bachelor's degree in relevant field and two to three years of experience working in sport, or an equivalent combination of education, training, and experience.

#### **COACH 2**

##### Typical Functions

- Develops overall team strategy and works with personnel to develop and implement special teams strategies
- Responsible for budget for sport
- Supervises personnel and student athletes
- Acts as an advocate for student athletes

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- Performs high-level recruitment activities
- Participates in major fund events for Athletics department
- Identifies and develops relationships with donors
- Ensures program compliance with NCAA conference rules and regulations

### Complexity and Decision Making Authority

Resolves complex, controversial or unprecedented issues and problems.

### Knowledge, Skills, and Abilities

Broad coaching knowledge in several functional areas that apply to competitive sport. Knowledge of, and the ability to ensure compliance with, applicable rules and regulations. Budget management skills. Leadership and supervisory skills. Ability to lead, mentor, and motivate others.

### Education/Experience

Bachelor's degree in relevant field and five to seven years progressively responsible experience working in sport, or an equivalent combination of education, training, and experience.