

Job Description

**Head Coach, Men's Volleyball Program
Department of Athletics & Recreation
Dalhousie Agricultural Campus**

The Head Coach will be responsible for all areas of leadership related to the Men's Volleyball Program. In carrying out all responsibilities, they will be expected to represent Dalhousie University to the highest standards of personal and professional conduct. Furthermore, the Head Coach is accountable for complying with all ACAA, CCAA and Dalhousie regulations and policies in addition to those outlined in the Safe Sport and Responsible Coaches Movement. A summary of the key responsibilities are as follows:

- Achievement of satisfactory team and student-athlete performance as evaluated by results achieved in ACAA and CCAA competition;
- Development, implementation and evaluation of both team and individual technical, tactical, physical and psychological preparation plans;
- Development, implementation and evaluation of an annual recruitment and retention program for student-athletes;
- Development, implementation and evaluation of a communications plan to promote the Varsity Badminton program with alumni and the surrounding community.

Detailed Responsibilities:

1. The achievement of satisfactory team and individual student athlete performance as evaluated by results achieved in ACAA and CCAA competition.
2. Technical, tactical, physical and psychological preparation of the athletes and team. Clearly defined plans designed to reach agreed upon targets in each area must be developed, implemented and evaluated. Student-athlete feedback and the assessment of measurable objectives, in addition to constructive feedback from the Associate Director, will form the basis of the evaluation process. The process must include the submission of written mid-term reviews and reports to the Associate Director. Timelines for reporting will be agreed upon at the onset of the season and it is the Head Coach's responsibility to submit documentations by the established deadline.
3. Development of an appropriate program for the recruitment and retention of student-athletes. The Head Coach will be evaluated on their ability to recruit student athletes in their sport with provincial/national level ability or potential who also has potential to meet the academic expectations for Dalhousie University student-athletes. Student-athletes who have exceptional records of performance at the high school level, have competed on elite club teams, provincial team programs and national team programs would generally be the type of student-athlete required to enable the team to be a conference/national contender. Retention of the student-

athletes will be measured by year-to-year retention of the athletes that are selected for the varsity team as well as the percentage that graduate.

4. The Coach's evaluation will include consideration of the team's average GPA, comparison to overall varsity GPA, team GPA rank amongst all varsity teams, comparison of team GPA to previous year(s), the number of CCAA Scholar Athletes, comparison of the number of CCAA Scholar Athletes to previous year(s) and to our other varsity teams. The process must include the submission of written mid-term reviews and reports to the Associate Director. Timelines for reporting will be agreed upon at the onset of the season and it is the Head Coach's responsibility to submit documentations by the established deadline.
7. Compliance with Dalhousie, ACAA, CCAA and Department of Athletics and Recreation regulations, policies and procedures in addition to those outlined in the Safe Sport and Responsible Coaches movement. The Head Coach is expected to take a proactive approach in ensuring that they, the Assistant Coach(es) and team members fully comprehend and comply with the above noted regulations, policies and procedures.
8. As an employee of Dalhousie University the Head Coach's contribution and performance will be evaluated on an ongoing and annual basis. When areas of performance improvement are identified, they are expected to make the necessary changes and deliver satisfactory performance. Identified evaluation criteria, student athlete feedback, in addition to constructive feedback by the Associate Director, will form the basis of evaluation. The annual evaluation process must include the submission of written mid-term reviews and reports to the Associate Director. Goals, measurable objectives, timelines for delivery and reporting, and follow up discussions will be agreed upon at the onset of the season and it is the Head Coach's responsibility to submit documentations by the established deadline.
9. The Head Coach will be expected to represent Dalhousie University to the highest standards of personal and professional conduct. Student-athlete feedback, in addition to constructive feedback from the Associate Director, will form the basis of evaluation of this area. Any areas of concern which arise will be brought to the attention of the coach as they arise, and through the annual performance review.
10. All fundraising and sponsorship opportunities must be developed with the counsel and pre-approval of the Associate Director.
11. Completion of Coach development opportunities as per the request of the Associate Director (ex: NCCP Competition Stream).
12. Further related duties as required (ex: coordinate one week of summer camp programming).

Remuneration

Head Coach will be paid a stipend of \$2000 from September 2023 – April 2024 with a focus on recruitment for the 2024-25 season and skill development of the Men's Volleyball Club athletes on campus. From May 2024-April 2025 pending entrance into the ACAA League as a varsity team, the head coach will earn a stipend of \$7000