**Head Competitive Cheer & Dance Coach March 2024**

Missouri Baptist University is currently seeking qualified candidates for the position of Head Competitive Cheer & Dance Coach.

The Head Coach is a full-time professional staff person that provides leadership for Cheer and Dance program(s) reporting to the Director of Athletics. He/she is responsible for developing and leading a highly competitive and formational program. He/she contributes to the health and vitality of the athletics department through strong collaboration with colleagues across campus and through positive participation in departmental projects, tasks, and/or operations.

1. **Essential Job Functions**

Related to the particular athletic program(s):

* Develop a program that consistently competes at a high level (including but not limited to win-loss record, conference leadership, post-season competition, sportsmanship, etc.)
* Develop a program that consistently fosters student-athletes spiritual, professional, and leadership identities.
* Develop a program of student-athletes that are positively engaged academically and communally (i.e. campus involvement and/or leadership, academic achievements, local community involvement, etc)
* Establish and communicate program/season objectives and goals.
* Develop and implement practice and training schedules.
* Hire, train, and supervise an assistant coaching staff.
* Maintain equipment and playing surface conditions ensuring their readiness for competition.
* Manage allotted program budget(s)
* Develop and highlight an annual Champions of Character initiative.
* Ensure compliance with relevant sport or affiliation bylaws and standards (NAIA, and AMC)

Related to recruiting:

* Recruit, retain and graduate successful student-athletes.
* Meet roster quota goals.
* Manage approved athletic scholarship budget and ensure compliance with the athletic scholarship policy.
* Work collaboratively with admission and financial aid colleagues to effectively move prospective student-athletes through enrollment and financial aid processes.

Related to community:

* Develop exceptional working relationships with colleagues across campus.
* Create and implement sport camp opportunities.
* Collaborate and cooperate with Athletic Communications and Athletic Training departments.
* Develop events or initiatives to engage program alums.

Related to administration and operations:

* Work effectively within established systems.
* Maintain CPR and First AID certification.
* Manage and plan for program equipment, supplies, needs, etc.
* Participate in or lead tasks/projects as requested/assigned by the AD

Related to leadership:

* Represent MBU, the athletics department through participation in meetings/events, committees/task forces, etc.
* Engage with and provide service to regional and/or national associations.
* Regularly identify and participate in professional/coaching development opportunities.
1. **Relationships**

The Head Cheer and Dance Coach will observe the following relationships:

1. The Head Cheer and Dance Coach is directly accountable to the Director of Athletics for the interpretation and fulfillment of all position requirements.
2. **Performance Measurement Criteria**

An annual performance review will be conducted by the Director of Athletics. This review will include a self-assessment and a supervisor-assessment of the degree to which annual objectives have been accomplished based on the overall MBU strategic plan and the overall goals of the MBU Indoor and Beach Volleyball Program.

1. **Qualifications:**

An earned bachelor's degree. Preference will be given to applicants with a graduate degree and those with previous college Cheer and Dance coaching and recruiting experience.

Candidates must be professing Christians who are active in a local church, possess a vibrant statement of faith, and articulate a Christian worldview that influences their personal and professional life. Candidates must also enthusiastically affirm and support Missouri Baptist University’s identity, Christian mission, and core values.

1. **Knowledge, Skills, Abilities, and Requirements**

*Knowledge of:* University, department, sport, and organizational rules, policies, procedures, regulations, and services/programs; rules governing conference and NAIA participation, sound coaching and leadership principles.

*Skills in:* interpersonal, written, and verbal communication; leading, developing, and motivating diverse groups of coaches, staff, and students; organization, problem solving, and both short- and long-term planning; use of Microsoft Office programs.

*Ability to:* lead, interact, and connect with a diverse group of faculty, coaches, staff, students, alumni, and other public constituents; analyze data as part of developing and implementing short and long-term plans, and in reviewing and revising (as needed) policies, procedures, and practices; be a self-starter and lead by example.

*Requirements:*

The work performed by this position is of a general athletic coaching/administrative nature. It requires the ability to operate a computer and communicate on the phone and in writing. Performing this work does require some walking on campus, some extended periods of standing or sitting, and some instances of bending, stooping, and carrying items up to 45 pounds.

1. **Compensation**

Salary competitive and based on experience and education. Benefits include health and life insurance, 403B retirement fund w/ matching program, vacation, and tuition remission for dependents.

*The above description is not intended to be an "all-inclusive" list of the duties and responsibilities of the job described, nor is it intended to be a complete listing of the skills and abilities required to do the job. Rather, they are intended only to describe the general nature of the job. The incumbent in this position is expected to perform other duties as assigned.*

Interested applicants should submit a cover letter, resume, and a statement of Christian faith to Jeff Fore, Director of Athletics (jeff.fore@mobap.edu) Screening of candidates will begin immediately and continue until position is filled.