2023-2024 Football Program Director/Head Varsity Football Coach

About Francis Parker School:
Francis Parker School is a coeducational independent day school in San Diego, California with 1315 students in grades JK-12. Founded in 1912, the school’s mission is “to create and inspire a diverse community of independent thinkers whose academic excellence, global perspective and strength of character prepare them to make a meaningful difference in the world.” Francis Parker School has two campuses in close proximity. One in Mission Hills (Lower School JK-5), and a second in Linda Vista (Middle and Upper School 6-8 and 9-12, respectively).

Job Description:
Starting in the Winter of 2023 for the 2023-2024 school year, the Athletic Department seeks a passionate and energetic Football Program Director /Head Varsity Football Coach. This is a part-time seasonal position, but the expectation is to build a year-round program that would include working with the strength and conditioning coach to create the off-season strength and conditioning program (January-April), spring practice (May), and summer program (June-July). Applicants must be interested in being part of a collaborative group of teachers and coaches, and working with highly motivated middle/upper school students in a diverse community.

Applicants should be able to oversee a football program that consists of a middle school flag program and an Upper School program that has experienced a resurgence and recent success. The preferred candidate will have a depth of content knowledge, both in Physical Education and Football, that equips them to coach in the Upper and Middle School, while also having the broad teaching repertoire required for a range of both learners and grade levels. They also must understand the alignment of the Middle and Upper Schools and work to maintain and build on the work of those divisions.

Essential Duties/Coaching/ Responsibilities:
- Establishes a fundamental philosophy that aligns with the school and athletic department’s mission.
- Inspire leadership in others.
- Bring out the best in coaches and student-athletes, by motivating them to become the best version of themselves.
- Create an enthusiastic, safe, and competitive team atmosphere that is actively committed to diversity, equity, inclusion and belonging and improves the student experience.
- Develop relationships with families of current student-athletes.
- Oversees the development, growth and interest of the middle school program.
- Oversees the assistant coaching staff and all aspects of practice and game procedures including offense, defense, and special teams.
• Must be present at all practices and games.
• Evaluates and understands the Parker academic program and rigor to better mentor coaches and players.
• Adheres to school system rules, administrative procedures, and league policies.
• Additional responsibilities are required “year-round” as they pertain to the admissions and college office relations.
• Actively recruiting prospective student athletes via relationships with youth programs and middle-schools. School guidelines must be adhered to.
• Provide training direction, encouragement, and motivation in order to prepare athletes for competition and life.
• Keep abreast of changing rules, techniques, technologies, relevant to the sport.
• Adjust coaching techniques based on the strengths and weaknesses of athletes.
• Evaluate athletes' skills, and review performance records, in order to determine their fitness and potential in a particular area of the game.
• Analyze game film to develop game plans, tactics, techniques, formations and strategies.
• Encourage players to engage in other recreational activities and to live a healthy life and have a well-balanced diet.
• Work closely with the strength and conditioning, athletic training and nutritional teams for specific programming, injury reporting, rehabilitation, and other health and safety needs.
• Work closely with the equipment manager to make sure all equipment needs are met and the equipment is properly fitting and safe.
• Work closely with the Athletic Director and the College Counseling office to strategize and assist student-athletes with the college process when students are being recruited.
• Develop and maintain professional contacts with collegiate coaches and programs at the Division I, II, and III levels. Coordinate communication between students, families, and coaches for recruiting purposes.

**Qualifications:**
Candidates must have a college degree in education or related subjects and an enthusiasm for working with adolescents both inside and outside of the classroom. Spending time with students by: giving extra help, advising, being immersed in the school community, and leading extracurricular activities, is an integral part of the job.

• College degree required.
• 5 to 7 years of experience as a football coach, High School or College, Head Coaching experience preferred.
• The ability and desire to passionately and effectively coach both Middle and Upper School.
• A strong and sincere commitment to professional development both in pedagogy and content area.
• Multicultural curriculum development and culturally responsive teaching experience is preferred.
• Strong interpersonal and cultural competency skills when working with students, parents, faculty, and School leadership

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• Experience coaching in an academic rigorous institution is preferred.
• High standards and high expectations for students.
• Commitment to being a positive and contributing member of the professional community.
• A love of children, a passionate commitment to Football, and a desire to work with all types of learners and athletes.
• Extraordinary communication and presentation skills.
• A proficiency in the use of technology.
• A desire to work in a highly collaborative environment.

**Skills & Knowledge:**
• Possesses excellent management, leadership, and interpersonal skills, with ability to develop and maintain collegial relationships.
• Respect for diversity of identities and experiences, an orientation toward equity, inclusion and belonging, and cultural competency in all aspects of the School’s life.
• Demonstrated ability to work with students by building trust and credibility.
• Excellent analytical and problem-solving skills as well as a strong customer focus.
• Ability to work independently and handle multiple priorities and deadlines simultaneously.
• Ability to build and maintain a program.
• Excellent communication (written and verbal) skills.
• Ability to recognize hazardous situations and adopt effective courses of action.
• Ability to engage positively with students, employees, and guests.
• Self-motivated and independent.
• Ability to work a flexible schedule including extended hours, weekends, and evenings.
• A strict adherence to confidential policies is required.
• Proficient in Google Suite
• Willingness and ability to learn additional applications as needed.
• High degree of organizational skills with the ability to be flexible and multi-task with accuracy.
• Ability to follow verbal and written directions, maintain a professional demeanor and restraint at all times, including stressful situations.
• Experience using HUDL.

**Non-Discrimination:**
Francis Parker School values diversity and seeks talented students, faculty, and staff from different backgrounds. All employment decisions are made without regard to unlawful considerations of race, color, sex (including pregnancy, childbirth, breastfeeding and related medical conditions), gender, sexual orientation, gender identity or expression, marital status, religion, national origin, ancestry, age, mental or physical disability, medical condition, genetic information, military or veteran status, or any other basis prohibited by federal, state, or local law.
Application Process:

If interested in the position, please fill out the electronic [Francis Parker School Employment Application HERE](https://www.francisparker.org/about-us/-/employment). You will need to upload the following documents during this process: a cover letter and resume.

If you CANNOT or DO NOT wish to submit your application through the link above, a cover letter, resume, and a completed employment application should be submitted electronically to:

[athleticjobs@francisparker.org](mailto:athleticjobs@francisparker.org)

Please find the PDF of our employment application here: [find it here](https://www.francisparker.org/about-us/-/employment)

Please indicate which position you are applying for in the subject line.