

Job Level	Head Men's and Women's Indoor & Outdoor Track & Field Coach	Management Level I
Problem Solving	<ul style="list-style-type: none"> * Oversee all coaching/teaching functions of the program and establish a philosophy and method of coaching that will result in winning records, conference championships and opportunities for post-season competition * Evaluate individual strengths and weaknesses of student-athletes; develop strategies to enhance performance * Conduct summer camps as necessary and desirable for the overall development of the program 	<ul style="list-style-type: none"> • Teams work within prescribed rules, guidelines, and policies and work is often transactional/ routine/cyclical in nature.
Interaction/ Communication	<ul style="list-style-type: none"> * Provide leadership, development and direction to assistant coaches and staff * Partner w/internal and external entities as necessary to support the total physical, mental and emotional development of student-athletes including nutrition, injury prevention and management, academic success, mental health, life skills, etc. * Develop and implement appropriate recruiting strategies to research and select a qualified pool of prospective student-athletes including assessing individual talent, academic strengths and character * Perform all media relations responsibilities in a professional and cooperative manner that reflects a positive image for the program, the Department and the University 	<ul style="list-style-type: none"> • Adapts communication styles to differing audiences.
University Impact	<ul style="list-style-type: none"> * Responsible for the overall coaching, teaching, administration, planning, management and direction of an NCAA Division I-FBS Men's & Women's Indoor & Outdoor Track & Field program competing as a member of the MW Conference. 	<ul style="list-style-type: none"> • Department/unit focused. • Work provided by the team has short-term (within one year) impact by nature. • Directs the application or existing principles.
Financial/ Budget Responsibility	<ul style="list-style-type: none"> * Assume oversight for all budget expenditures, team travel, equipment and uniform needs, etc. as required for the efficient and effective functioning of the program 	<ul style="list-style-type: none"> • Takes action to monitor costs of work team. • May contribute to the department's fiscal management.
People Management	<ul style="list-style-type: none"> * Supervises assistant coach(es) and any other key personnel funded by the sport program including managers/interns/graduate assistants as deemed necessary by the head coach and the Director of Athletics. * Evaluate performance of assistant coach(es) and staff; develop strategies to enhance performance 	<ul style="list-style-type: none"> • Manages teams typically comprised of technical / administrative support roles that are homogeneous in nature. • May have people management responsibility for pay reviews, performance management, and resource planning.