

Job Level	Head Men's and Women's Indoor & Outdoor Track & Field Coach	Management Level I
Problem Solving	<ul style="list-style-type: none"> <li>* 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</li> <li>* Evaluate individual strengths and weaknesses of student-athletes; develop strategies to enhance performance</li> <li>* Conduct summer camps as necessary and desirable for the overall development of the program</li> </ul>	<ul style="list-style-type: none"> <li>• Teams work within prescribed rules, guidelines, and policies and work is often transactional/ routine/cyclical in nature.</li> </ul>
Interaction/ Communication	<ul style="list-style-type: none"> <li>* Provide leadership, development and direction to assistant coaches and staff</li> <li>* 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.</li> <li>* 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</li> <li>* Perform all media relations responsibilities in a professional and cooperative manner that reflects a positive image for the program, the Department and the University</li> </ul>	<ul style="list-style-type: none"> <li>• Adapts communication styles to differing audiences.</li> </ul>
University Impact	<ul style="list-style-type: none"> <li>* Responsible for the overall coaching, teaching, administration, planning, management and direction of an NCAA Division I-FBS Men's &amp; Women's Indoor &amp; Outdoor Track &amp; Field program competing as a member of the MW Conference.</li> </ul>	<ul style="list-style-type: none"> <li>• Department/unit focused.</li> <li>• Work provided by the team has short-term (within one year) impact by nature.</li> <li>• Directs the application or existing principles.</li> </ul>
Financial/ Budget Responsibility	<ul style="list-style-type: none"> <li>* Assume oversight for all budget expenditures, team travel, equipment and uniform needs, etc. as required for the efficient and effective functioning of the program</li> </ul>	<ul style="list-style-type: none"> <li>• Takes action to monitor costs of work team.</li> <li>• May contribute to the department's fiscal management.</li> </ul>
People Management	<ul style="list-style-type: none"> <li>* 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.</li> <li>* Evaluate performance of assistant coach(es) and staff; develop strategies to enhance performance</li> </ul>	<ul style="list-style-type: none"> <li>• Manages teams typically comprised of technical / administrative support roles that are homogeneous in nature.</li> <li>• May have people management responsibility for pay reviews, performance management, and resource planning.</li> </ul>