



## Position Description

Position Title: E-sports Head Coach

Department: Athletics

Reports to: Director of Athletics

FTE: 1.0 FTE

Called: No

January 2022

**Position Summary:** The E-sports Head Coach is responsible for planning and directing the recruitment, retention, conditioning, training, development and mentorship of student-athletes. This includes organization of all E-sports operations, assistant coach development and assessment, as well as fiscal program management and compliance for Wisconsin Lutheran College's (WLC) NCAA Division III and National Association of Collegiate E-sports (NACE) intercollegiate program in a private, Christian college setting and learning environment. Additionally, as a partner in WLC athletics administration as one of several athletics staff members, the additional athletic duty assigned outside of E-sports will include, but is not limited to, assisting WLC's Director of Athletic Communications by serving as the Athletics website content manager.

### Primary Responsibilities E-sports Head Coach

- ❖ Serve as E-sports Head Coach assuming full responsibility for the organization, development, coordination, continuous improvement, efficiency, operations and ensuring high quality performance of the WLC E-sports program.
- ❖ Attract, recruit, develop, mentor, and retain quality student-athletes to WLC with the goal of continuous development and improvement of the E-sports program to consistently maintain a roster of 35 students. This includes annually executing a recruiting plan to enroll a minimum of 12 freshmen E-sports specific student-athletes each year.
- ❖ Develop a strong E-sports program's and facilitate a program that allows for a variety of skill levels.
- ❖ Establish the vision for the WLC E-sports program, and recruit and develop quality Assistant Coaches and Graduate Assistants to in turn develop and mentor WLC student-athletes. Achieve goals and execute on the direction set by the Director of Athletics for all WLC sports which includes effectively contributing and advancing the mission and ministry of WLC by building up students through athletic competition.
- ❖ Monitor academic progress and status of team members, setting the expectation and serving as a mentor and champion for academic success, as well as proactively implement action plans by collaborating with appropriate academic support staff out of Christ-motivated love and care to help student-athletes persist to graduation as a primary outcome of their WLC experience.
- ❖ Monitor conduct of E-sports student-athletes to ensure their conduct/behavior aligns with WLC's mission, vision, values and rules/policies as found in WLC's Student Handbook and for the benefit of the College's and E-sports' Programs image and reputation. Utilize campus pastors to intentionally foster spiritual growth and development through spiritual mentorship, team devotions, and use of God's Word as a guide and standard.
- ❖ Recruit and administer coaching and practice sessions in accordance with NCAA, NACE and Conference regulations. Continue to develop and deepen and apply NCAA and NACE knowledge to continuously improve and course correct operations as needed to ensure fully compliance.



- ❖ Implement best practice and utilize expertise in coaching and developing student-athletes in E-sports fundamentals skills..
- ❖ Provide high quality instruction and assessment related to E-sports management, game design and development, as well as a focus on concepts and skills that complement business, computer science, and other academic disciplines so that students are equipped for success in college, career, and life.
- ❖ Manage all operational, fiscal, budgeting, compliance, and administrative activities for the E-sports program.
- ❖ Promote and support branding of the WLC E-sports program and WLC's profile as a distinctive Christian college through recruiting, community outreach, public speaking, fundraising, and camps.
- ❖ Ensure all E-sports student-athletes and coaches adhere to all NCAA, NACE, Conference, and College rules and regulations.
- ❖ Collaborate with Academics, Enrollment/Admissions, Student Life and Campus Ministry to support achievement of enrollment and retention goals.

Primary Responsibilities as a Staff Member in the Department of Athletics to include assisting WLC's Director of Athletic Communications by serving as the athletics website content manager

- ❖ Oversee all E-sports content on the WLCSports.com.
- ❖ Partner with Director of Athletic Communications to maintain schedules and rosters on WLCSports.com.
- ❖ Serve as a liaison between the athletic department and the "Believe in the Green" initiative.

## REQUIREMENTS

### Education and Experience

- ❖ Bachelor's degree required, with the ability to articulate the life changing impact of a Christian college's athletic program and learning community. Master's degree preferred.
- ❖ Minimum of three (3) years of coaching experience at the college level or similar high level E-sports coaching experience with demonstrated success required.
- ❖ Coaching experience within a Christian private college and/or ministry environment is preferred.

### Knowledge, Skills, and Abilities

- ❖ Goal driven with healthy competitiveness, solution-oriented and work ethic to execute and deliver.
- ❖ Must have high energy and maintain a positive attitude both mentally and spiritually.
- ❖ Comfort with and/or demonstrated experience in Christian mentorship of young men and women with goal of their spiritual growth based on and using God's Word both in planned occasions and as the situation presents.
- ❖ Demonstrated strength in integrity, interpersonal communication, and organization skills.



- ❖ Appreciation for the role of intercollegiate athletics at the NCAA Division III level in the development of students and the college experience within a private Christian college.
- ❖ Must have technical knowledge of the NCAA, the student-athlete, and/or the demonstrated ability and commitment to learn and comply with all such NCAA and WLC guidelines.
- ❖ Proven oral and written communication skills with the ability to communicate effectively with multiple levels of constituents, including coaches, faculty, staff, student-athletes, donors, as well as internal and external partners with judgment and use of appropriate professionalism for each situation.
- ❖ Demonstrated ability to use a personal computer and Microsoft Office.
- ❖ Ability to coach in outside areas, hot and cold weather, and exposure to elements such as rain, dirt, fumes, and loud noises. Must also have the ability to perform duties which require moderate to active physical activity, handling of weights and objects weighing 25 to 50 pounds, and standing or walking more than four (4) hours per day.
- ❖ Ability to travel with capacity to also work evenings and weekends.
- ❖ Must hold a valid driver license and maintain insurability to drive on behalf of the College.
- ❖ Must be able to perform duties in a manner consistent with WLC's Code of Christian Conduct and WLC's mission, ministry, and affiliation with the Wisconsin Evangelical Lutheran Synod (WELS).