

HEAD COACH

Screening, Interview, & Selection Process

NSSC Seven Core Responsibilities

	No Experience/ Demonstration/ Knowledge	Limited Experience/ Demonstration/ Knowledge	Acceptable Experience/ Demonstration/ Knowledge	Successful Experience/ Demonstration/ Knowledge	Exceptional Experience/ Demonstration/ Knowledge
Set Vision, Goals, & Standards for Sport Program					
Engage In & Support Ethical Practices					
Build Relationships					
Develop a Safe Sport Environment					
Create a Positive & Inclusive Sports Environment					
Conduct Practices & Prepare for Competition. *Plan, Teach, Assess, Adapt					
Strive for Continuous Improvement					

Reinvent the interview process. Build a set of interview questions based on the identified knowledge and skills required of the role. (Adam Grant)

Employers make up their mind about who they will hire in the first 90 seconds of meeting an applicant. The unintentional bias that takes over our brain can derail even the best candidate for the job. (Lauren Rivera)

First impressions are powerful emotional triggers. The only thing that predicts success in a job is actual success in that job. (Malcolm Gladwell)

Ten Essential Duties

	No Experience/ Demonstration/ Knowledge	Limited Experience/ Demonstration/ Knowledge	Acceptable Experience/ Demonstration/ Knowledge	Successful Experience/ Demonstration/ Knowledge	Exceptional Experience/ Demonstration/ Knowledge
Leadership & Program Development					
Student Leadership Program & Team Building					
Organizational Systems, Advanced Planning, Team Management, & Game Day Operations					
Individual & Team Development *Plan, Teach, Assess, Adapt					
Personnel Management & Staff Development					
Management of Program Resources					
Student Eligibility & IHSAA/IGHSAU Regulations					
Sports Information & Marketing					
Community & Professional Relations					
Professional Development					