

**PANOLA COLLEGE
JOB DESCRIPTION**

JOB TITLE:	Esports Coach	FLSA status:	Exempt
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DEPARTMENT:	Athletics	REPORTS TO:	Athletic Director
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Position Summary: Develop an Esports team at Panola College. Guide and develop competitive gamers. Focus on improving individual skills, team strategies, and overall performances in specific video game. This involves training, analyzing gameplay, developing strategies, organizing a team and scheduling competitions and practices, managing player expectations, while also adhering to the rules and policies of the NJCAA or other organizations that Panola College joins for esports. This position will report directly to the Director of Athletics.

Position responsibilities:

- Formulate a successful philosophy to promote the educational welfare and sportsmanship of the student-athlete.
- Prepare a yearly budget for the Esports program.
- Oversee care of the equipment, inventory and make recommendations for purchases and/or replacement of equipment. Follow the business offices policies for the
- Insure that all eligibility requirements are met academically and athletically.
- Develop an Esports fall and spring schedule.
- Make all travel arrangements for the team and recruiting.
- Develop fundraisers to improve the program.
- Conduct camps and tournaments to provide a community service to the youth in our area and any other interested youths.
- Provide information to area and state media to promote good public relations for Panola College and maintain all social media and web pages.
- Develop a recruitment plan and actively recruit student/athletes that have an interest in one of the College's academic programs; recruitment and retention of student-esports-athletes will be key aspects of this position. Make every effort to recruit, retain, and complete degree/certificates with all students in the program.
- Keep up to date statistics during the season if necessary.
- Develop and actively participate in a plan to enhance public relations for the basketball program.
- Provide academic advising to each player in the development of class schedule.
- Track the progress of each player in all classes.
- Attend the instructional clinics yearly to remain up to date in coaching.
- Establish and maintain an ethical and moral code of behavior and living that is expected of the players that are residing on campus.
- Develop practice schedules and teach the fundamental skills and drills.
- Complete Institutional Effectiveness requirements in a timely matter and following the Colleges procedures for IE.
- Travel and work a flexible schedule in order to meet the needs of various use groups and programs of the College.
- Support the philosophy and mission of the College.
- Actively participate in related consortiums, partnerships, organizations, etc.
- Perform all other duties as assigned.

Minimum Position Requirements:

- An Associate's degree is required, Bachelor and/or Master's preferred.

Knowledge, Skills, and Abilities Required:

- Must have a commitment to the philosophy of the college.
- Thorough knowledge of discipline with the ability to encourage students to use critical thinking and problem-solving skills.
- Knowledge of learning theory-motivational, perceptual, and emotional forces present in the learning process and the conditions which affect individual learning and change.
- Knowledge of theories of leadership-alternative techniques and styles for guiding, motivating, and directing individuals under various situational conditions to achieve effective performance.

- Knowledge of current development in related fields of specialization with the ability to keep current with new developments.
- Skills and ability to use current technology.
- Ability to contribute and present innovative ideas for new curricula and programs that combine traditional schedules with new demands from industry schedules.
- Ability to demonstrate consideration of others.
- Ability to manage time to evaluate each student's progress.
- Ability to deal effectively and fairly with a variety of individuals in a courteous manner.
- Ability to speak, read and write the English language effectively.
- Ability to clearly and effectively present ideas in discussion and oral presentations.
- Ability to meet deadlines for reports and other required paper work.
- Ability to present a positive and professional image when representing the college.
- Ability to safeguard confidential information from intentional or unintentional disclosure.
- Ability to perform all the essential functions of this job.

Physical Demands and Work Environment:

- Work is normally performed in a typical interior classroom/office work environment
- No or very limited physical effort required; however, the employee must occasionally lift and/or move up to 50 pounds.
- Limited exposure to physical risk.
- Some travel required.