



DATE ISSUED: 6/11
FLSA: Exempt
PTO: VCS

JOB DESCRIPTION

TITLE

Head Gymnastics Coach

JOB SUMMARY

Performs responsible program building including, planning, coaching, and recruiting, managing and directing the gymnastics program. The Head Gymnastics Coach also serves as a lecturer in the Department of Kinesiology. Work is performed under general supervision and performance evaluation is based upon completion of assignments and results obtained. The performance evaluation is conducted through the performance evaluation system and in accordance with the University Policies & Procedures.

ORGANIZATIONAL RELATIONSHIPS

Reports to: Director, Intercollegiate Athletics and Chair, Department of Kinesiology

Supervises: Assistant Gymnastics Coach, Graduate Assistants and Student Assistants

ESSENTIAL DUTIES - *May include, but not limited to the following:*

- Coaches the gymnastics team.
- Manages and directs all aspects of the gymnastics team including strength and conditioning, practicing and spotting, competing and scheduling.
- Serves as a lecturer in the Department of Kinesiology.
- Evaluates and recruits qualified student-athletes.
- Directs and supervises the assistant gymnastics coach and graduate assistants.
- Manages a fiscally sound budget.
- Oversees recruiting responsibilities handled by the assistant gymnastics coach which includes coordinating official and unofficial visits, calling prospective student-athletes, evaluating high school, club and collegiate gymnasts, and maintaining an accurate records and database on the NCAA's Compliance Assistant program.
- Monitors class schedules, grades and student-athlete academic progress.
- Responsible for gymnastics student-athlete retention.
- Coordinates music composition, choreography and routine construction.
- Coordinates travel arrangements.

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- Coordinates all kids' clinics and community service projects.
- Organizes and completes all required paperwork including but not limited to Payment by Check Requests for judges and Compliance forms such as weekly time logs.
- Assists the administration with alumni relations and scholarship fundraising.
- Commits to and is responsible for adhering to all rules and regulations set forth for the team, the University, USA Gymnastics and the NCAA with the utmost integrity.
- Completes other assigned administrative duties in a timely manner.
- Works cooperatively with personnel in the athletics department, attends department meetings and activities, and always represents the University positively when interacting with the community, alumni, high school and club coaches, media and general public.
- Responsible for establishing job standards for subordinate staff and effectively evaluating staff under charge. The performance evaluation is conducted through the performance evaluation system and in accordance with the University Policies & Procedures.

ADDITIONAL DUTIES

- Attends seminars, conferences and other professional development opportunities.
- Coordinates facility needs of visiting teams.
- Implements Athletics' strategic plan as part of the Division of Student Life's strategic plan
- Performs other duties as requested.

EDUCATION

Master's degree required.

EXPERIENCE

Four years minimum as Assistant or Head Gymnastics Coach in high school or college required. NCAA coaching experience preferred

REQUIREMENT

Regular and reliable attendance at the University during regular scheduled days and work hours is an essential function of this position.

KNOWLEDGE, SKILLS, AND ABILITIES - The following are essential:

- Ability to recruit, coach and teach highly talented student-athletes.

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- Ability to adhere to all policies, rules and regulations of the University, USA Gymnastics and the NCAA.
- A proven record in following directives and being responsible for tasks which have been assigned.
- Ability to handle multiple tasks in a fast-paced environment as needed.
- Ability to attend seminars, meetings and other professional development opportunities at or away from TWU.
- Ability to organize work effectively, conceptualize and prioritize objectives and exercise independent judgment based on an understanding of organizational policies and activities.
- Ability to integrate resources, policies, and information for the determination of procedures, solutions, and other outcomes.
- Knowledge of management methods and ability to provide administrative guidance within area of responsibility and provide direct training and supervision as needed.
- Ability to apply budgeting and fiscal planning techniques within financial constraints.
- Ability to establish and maintain effective work relationships with students, faculty, staff, and the public.
- Ability to communicate effectively - orally, by phone, in person, and in writing.
- Ability to represent the department and University in a friendly, courteous and professional manner.
- Ability to respond to emergency situations in a timely manner.
- Ability to use a personal computer and other office equipment, including related university software and email.

PHYSICAL DEMANDS

The physical demands described in the Essential Duties and below are representative of those that must be met by an employee to successfully perform the essential duties of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

The employee may be required to travel. Ability to occasionally lift, carry, and/or drag approximately 50 pounds.

WORK ENVIRONMENT

All employees are responsible for maintaining an environment that is free from discrimination, intimidation, harassment, including sexual harassment. Work is normally performed in a typical interior work environment.

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SAFETY

TWU promotes a safe working environment. Employees are responsible for completing assigned tasks safely and efficiently, and supervisors are responsible for creating and maintaining a safe work environment. Employees must report any unsafe work conditions or practices, as well as any near-miss incidents, to their supervisor and Risk Management. Supervisors and employees should ensure that injury/accident reports are submitted to the Office of Human Resources and Risk Management within 24 hours of the incident.

The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Employee Signature: _____ **Date:** _____

Employee Printed Name: _____

Texas Woman’s University strives to provide an educational environment that affirms the rights and dignity of each individual, fosters diversity, and encourages a respect for the differences among persons. Discrimination or harassment of any kind is considered inappropriate.

Texas Woman’s University is committed to equal opportunity in employment and education and does not discriminate on the basis of race, color, religion, gender, sex, sexual orientation, ethnic origin, age, veteran’s status, or against qualified disabled persons.

All positions at Texas Woman’s University are deemed security sensitive requiring background checks.