



POSITION TITLE:

Director of Middle School Football Player Development

SUPERVISOR:

Athletic Director, Program Director

RESPONSIBLE TO:

Student-Athletes, Parents

POSITION SUMMARY:

We are seeking a passionate and faith-filled Director of Middle School Football Player Development to unify our football program, serving as the Middle School Head Coach and a Varsity Assistant. This role involves teaching football fundamentals, fostering discipline and teamwork, and actively integrating Christian values into all aspects of coaching. The ideal candidate will be committed to helping student-athletes develop in character, confidence, and Christ-likeness while ensuring a seamless schematic and spiritual transition from the middle school foundation to the varsity level. Preferred hiring will be given to Norfolk Christian faculty/staff members/candidates.

QUALIFICATIONS:

Experience: Previous head coaching experience at the high school or club level preferred. Playing experience required.

Certificate: Must be CPR/AED certified or willing to complete certification shortly after hire.

Faith: Must provide a Christian testimony and be attending a local church that aligns with Norfolk Christian's statement of faith, on a regular basis. Your faith plays an integral role in the leadership of our student athletes.



RESPONSIBILITIES:

1. Support and reinforce a program culture that aligns with the school's mission to equip students spiritually, intellectually, and physically to serve as Christ's ambassadors in the world.
2. Contribute to the growth and development of the football program by fostering team spirit, promoting participation, and encouraging a Christ-centered attitude among middle school athletes.
3. Collaborate with the football program director and athletic department to ensure alignment in program philosophy, expectations, and faith integration across all levels.
4. Encourage and support skill development outside of the regular season by sharing resources, promoting physical fitness, and helping students maintain a commitment to growth and team unity.
5. Complete all required certifications and training prior to the start of the season in accordance with school policies and any relevant cheer or athletic associations.

DUTIES:

1. Exemplify behavior that is representative of the educational staff of the school and be a credit to the Christian coaching profession.
2. Complete all required professional development courses through NFHS and Prasedium.
3. Complete FCA 3-360 Coaching program and lead your program with those ideals.
4. Coaches must maintain a professional appearance during games and practices. During games, approved Norfolk Christian attire, or business casual, will be required. During practices, modest attire is expected, with Norfolk Christian attire preferred. The athletic department reserves the right to make modifications to coaching attire when necessary.
5. Attempt to resolve differences with others (parents, fellow-workers, administration) by following the biblical pattern of Matthew 18:15-17.
6. Expected to attend the All Coaches meeting in July.
7. Regarding Assistant Coaches -
 - a. All assistant coaches, paid or volunteer, are the sole responsibility of the head coach. You are responsible for finding your assistants, with the approval of the Athletic Director. If you need help in finding one, assistance will be provided.
 - b. All assistants must be interviewed and vetted by the Athletic Director. All paperwork must be submitted with HR, prior to the coach beginning practice.



- c. Once your coaching staff is in place, it is the responsibility of the head coach to help communicate expectations and guidelines of the NCS Athletic Department to all assistants and hold them accountable throughout the season.
 - d. Communicate to all assistants what fundamentals and style of play you would like taught.
- 8. Work directly with the Athletic Department by keeping inventory of all uniforms and equipment.
- 9. Uniforms and/or equipment are to be issued to your players at the beginning of the season and collected and stored away at the end of the season. Prior to your stipend being released, you must check out with one of the Assistant Athletic Directors. Any equipment or uniforms that are missing will be deducted from your stipend.
- 10. Supervise all student-athletes, at practices and games, home or away, once they are in your presence and until a parent or guardian picks them up.
- 11. Upload your roster (name, grade, #, position) on Bound once tryouts are complete. Rosters must be uploaded prior to the first practice following tryouts.
- 12. Maintain Bound with scores, rosters and other important updates. An assistant coach or parent can be assigned this duty.