

Ohio University – Compensation 2014
Job Family: Athletics | Career Track: Management

Provides a key aspect of the University experience for students and student-athletes. The positions within this job family provide coaching; compliance; sports medicine; coordination of operations, equipment, and facilities; conditioning and athletic training; and specialized administration of athletic programs and services. LEVEL PROGRESSION ASSUMES INCLUSION OF RESPONSIBILITIES AT LOWER LEVELS.

	Management I	Management II	Management III	Management IV	Management V
Accountabilities	None specified.	<p>PEOPLE Supervises the work of staff, students and/or volunteers. Responsible for attracting, engaging, and developing staff, student-athletes, and volunteers.</p> <p>OPERATIONS Manages a small program within the athletics planning unit.</p> <p>Responsible for directing a program such as ticket operations, equipment and facilities, media relations or marketing. This includes developing annual plans and coordinating the work effort of a large number of staff, students, and volunteers. May serve as a head coach for a small-scale program.</p> <p>May coach a small-scale program with full responsibility for the recruitment and retention of student-athletes; coordinating team schedules and travel, designing practice plans and skill development of student-athletes. Determining and managing game day strategy schedules, travel, philanthropic, community service, and fundraising initiatives.</p> <p>Monitors and educates student-athletes, student employees, and volunteers regarding University, conference, and NCAA rules and regulations.</p> <p>BUDGET May have oversight of all or part of the program's budget.</p>	<p>PEOPLE Responsible for establishing and cultivating a work culture that is productive, innovative, effective, and valuing of diversity. Responsible for attracting, rewarding, engaging, and developing talent.</p> <p>Collaborates with Athletics and University units including Admissions, Financial Aid, Communication and Marketing, Medical Services, Academic Support, Judicial Affairs, Student-Athlete Services, International Programs, and Compliance.</p> <p>OPERATIONS Manages a substantial program within the Athletics planning unit.</p> <p>Reviews and analyzes program results; develops and implements strategies, operating procedures, and annual plans.</p> <p>Directs the operations of the program. Programs include but are not limited to equivalency sports, compliance programs, strength and conditioning programs, and sports medicine services.</p> <p>Directing sports medicine includes the assessment, management, treatment, and rehabilitation of student athletes.</p> <p>Directing compliance includes monitoring and educating student athletes, coaches, and other interested parties in University, conference, and NCAA rules and regulations.</p> <p>Head coaches are responsible for establishing a competitive schedule; coordinating team travel; maintaining compliance with University, conference, and NCAA rules, regulations, and guidelines; planning, designing, and coordinating practices, skill development, and strategies which prepare the team for competition; determines game day strategies and tactics including determining the starting line-up; responding to media requests; managing summer sports camps and participating in community service and fundraising initiatives.</p> <p>BUDGET Manages the operating budget while demonstrating fiscal responsibility and supporting cost-containment initiatives.</p> <p>Supervises inventory, care, storage, and ordering of expendable goods. Researches and coordinates purchases and improvement of capital equipment.</p>	<p>PEOPLE Determines and aligns program work plans and goals with the overall strategies established for the Athletics planning unit.</p> <p>OPERATIONS Directs a highly technical and/or complex program; typically a flagship program.</p> <p>Develops policies and procedures designed to ensure the safety, compliance, and success of a flagship program.</p> <p>Performs an active role in representing Athletics in philanthropic, community service, and fund-raising initiatives.</p> <p>Oversees and directs summer sports camps in support of Athletics and the University.</p> <p>Establishes and enhances the competitive schedule of sports teams.</p> <p>Ensures that Ohio University is represented well to the public by partnering with Communications and Marketing as well as directly with the media.</p> <p>Ensures compliance of all direct and indirect reports with the rules and regulations governing the team, athletic department, University, conference, and NCAA rules and regulations. Implements disciplinary sanctions.</p> <p>Oversees the planning, design, and coordination of practices, skill development, and strategies which prepare a flagship team for competition; directs game day strategies and tactics.</p> <p>BUDGET Develops, reviews, and monitors a flagship and/or complex program budget.</p>	<p>PEOPLE Responsible for aligning and integrating department plans with the strategic goals of the Athletics planning unit and University initiatives.</p> <p>OPERATIONS Directly responsible for a large, critical and complex program(s) within Athletics.</p> <p>Directs program through a diverse team of subordinate managers.</p> <p>Plans, develops, and oversees specific policies, programs, and methods designed to implement the general athletic philosophy and policies of the institution.</p> <p>Ensures compliance by all staff members within the rules and regulations governing the program established by the institution, the conference, and the NCAA.</p> <p>Directs and participates in philanthropic, community service, and fundraising efforts of the department's programs.</p> <p>BUDGET Directs the fiscal activities of a large program or multiple programs including budgeting, cost negotiation, and strategic planning.</p>

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Requirements		<p>Knowledge and expertise in concepts, principles, and practices of athletic management, compliance, athletic training, and/or coaching typically obtained through a Bachelor's degree in physical therapy, health, recreation, physical education, or related field and 3 or more years of professional experience including supervisory experience. An equivalent combination of education, training, and experience is acceptable in lieu of the minimum education requirements. Specific knowledge, certifications, and licensure will apply at the position level.</p>	<p>Knowledge and expertise in concepts, principles, and practices of athletic management, compliance, athletic training, athletic equipment and facilities and/or coaching typically obtained through a Bachelor's degree in physical therapy, health, recreation, or physical education and 4 to 6 years of professional experience including significant management experience. An equivalent combination of education, training, and experience is acceptable in lieu of the minimum education requirements. Specific knowledge, certifications, and licensure will apply at the position level.</p>	<p>Seasoned knowledge and expertise in theories, concepts, and principles of athletic management, compliance, athletic training, and/or coaching typically obtained through a Master's degree in athletic or academic administration, physical therapy, health, recreation, or physical education and 6 to 8 years of professional experience including experience managing a team of professional employees. An equivalent combination of education, training, and experience is acceptable in lieu of the minimum education requirements. Specific knowledge, certifications, and licensure will apply at the position level.</p>	<p>Expert knowledge and expertise in theories, concepts, and principles of athletic management, compliance, athletic training, and/or coaching typically obtained through a Master's degree in education, athletic or academic administration and more than 8 years professional experience within athletic coaching, training and/or administration. This will include significant experience in managing financial and human resources as well as experience developing, gaining support for, and executing short- and long-term strategic plans. An equivalent combination of education, training, and experience is acceptable in lieu of the minimum education requirements. Specific knowledge, certifications, and licensure will apply at the position level.</p>