



MISSION

Equipping Minds | Engaging Hearts | Encountering Jesus Christ

VISION

Heritage Christian Academy is committed to hearts and minds being transformed through Jesus Christ to the glory of God.

CORE VALUES

Truth | Service | Relationships | Excellence

High School Varsity Head Boys Soccer Coach JOB DESCRIPTION

TITLE:

High School Boys Soccer Coach

GENERAL DESCRIPTION:

Heritage Christian Academy is hiring a Head Boys Varsity Soccer Coach. *HCA* athletic coaches care about the spiritual, academic, and physical growth of students. *Heritage Christian Academy* employees understand the essential and foundational importance of living out, and agree wholeheartedly with *Heritage's* statement of faith, social position statements, mission, vision, and core values.

QUALIFICATIONS:

- **Spiritual Commitment:** A vibrant salvation testimony of faith in Jesus Christ, a growing personal relationship with Him, a solid knowledge of the Bible, and a demonstrated character of integrity. Must be actively involved in a local church.
- **Educational Alignment:** A deep desire to serve within the ministry of Christian education and an ability to integrate biblical principles into athletic training.
- **Experience:** Previous coaching experience at the high school level is preferred, or significant playing experience at the collegiate level with a demonstrated leadership or coaching mindset.
- **Professional Requirements:** Must possess or be willing to obtain all Minnesota State High School League (MSHSL) coaching credentials, including yearly membership, concussion training, and mandatory safety modules.

KNOWLEDGE AND SKILL REQUIREMENTS:

- **Tactical & Technical Expertise:** A thorough understanding of soccer, including modern game strategies, age-appropriate training methods, and individual player development.

- **Leadership & Motivation:** The ability to inspire and motivate student-athletes while fostering a positive, disciplined, and encouraging team culture.
- **Communication Skills:** Exceptional written and interpersonal communication skills necessary for engaging with student-athletes, parents, school administration, colleagues, opponents, and officials.
- **Organization & Management:** Strong problem-solving, time-management, and planning skills to handle the logistics of a competitive high school season.
- **Safety & Care:** Ability to provide active, responsive supervision to ensure the physical, emotional, and social safety and well-being of all athletes.
- **Player Development:** Understanding and desire to build *HCA*'s soccer program from the ground up by developing younger players in Elementary and Middle School through camps, clinics, and creative opportunities to be involved in the varsity program.

PERFORMANCE RESPONSIBILITIES:

1. Spiritual & Character Mentorship

- Intentionally integrate prayer, team devotions, and Biblical principles into the weekly athletic routine.
- Provide Godly counsel and mentorship to student-athletes, helping them navigate challenges with Christ-like character.
- Model exceptional sportsmanship and integrity, serving as a positive representative of *HCA* when interacting with referees, opposing coaches, parents, and fans.

2. Athletic & Tactical Leadership

- Plan, organize, and execute daily, purposeful practices focused on physical conditioning, skill acquisition, and tactical execution.
- Direct all game-day operations, including setting lineups, determining in-game strategies, managing substitutions, and adjusting tactics.
- Establish a cohesive soccer philosophy and system of play across the entire boys' soccer program (Varsity, JV, and Middle School) to ensure long-term program alignment.
- Assist student-athletes in setting individual and team goals, providing constructive, personalized feedback to help them improve.

3. Administration & Logistical Management

- Coordinate closely with the Athletic Director regarding game schedules, transportation, facility usage, and weather-related adjustments.
- Manage and maintain team inventory, including uniforms, training equipment, and first-aid kits; oversee the proper care and return of school property.
- Maintain active membership in the MSHSL and complete all annual administrative duties, including rule modules and score/statistic reporting.
- Utilize MSHSL membership to advocate for student-athletes by nominating deserving players for all-conference, all-state, and academic awards.

4. Safety & Student Supervision

- Maintain a strict standard of safety during all practices, games, and team travel, operating in compliance with *HCA* policies and MSHSL safety guidelines.

- Provide active supervision of student-athletes in locker rooms, on buses, and on fields until every student has been picked up by a parent or guardian.
- Respond promptly to student injuries or emergencies in accordance with the school's emergency action plans.

5. Community & Parent Relations

- Conduct a mandatory pre-season parent and player meeting to clearly communicate team rules, schedules, and program expectations.
- Maintain proactive, timely, and professional communication with parents regarding scheduling updates, player health, or program logistics.
- Collaborate effectively as a team player within the broader *HCA* athletic department and school community.

REPORTS TO:

HCA Athletic Director

TERMS OF EMPLOYMENT:

This is a seasonal, part-time position. Hours vary based on the MSHSL soccer season framework, requiring late afternoon, evening, and occasional weekend commitments for practices, games, and travel. Salary or stipend is competitive and commensurate with experience and ranges from \$4,000-\$5,000.