

**Garces Memorial High School  
Bakersfield, CA**

**Job Title:** Boys & Girls Cross Country Coach

**Reports to:** Athletic Director

**Job Summary:**

Garces Memorial High School is seeking a dedicated and experienced Cross Country Coach to lead our high school team. The ideal candidate will be committed to fostering the athletic, academic, and spiritual growth of student-athletes while upholding the values of our Catholic institution. This position involves developing training programs, strategizing for competitive play, and instilling sportsmanship and discipline among team members.

**Key Responsibilities:**

1. Follow and uphold the policies and mission statement of the Garces Memorial Athletics Department and the California Interscholastic Federation (CIF)
2. In coordination with the Athletic Director and/or sport supervisor, plan, organize, and direct all facets of the Garces Memorial High School Cross Country Program, including the scheduling of practices, competitions, ceremonies, and post-season awards banquet.
3. Instruct and demonstrate skill sets and techniques necessary for individual and team development for all levels of the program.
4. Ensure that team rules and regulations regarding conduct and eligibility of the athletes are clearly communicated and followed.
5. Plan, organize, and conduct tryouts for the Cross-Country program; inform the Athletic Department and participants of final selections while maintaining the integrity of the selection process.
6. Consult with the Athletic Director regarding any off-season training programs, including scheduling dates for summer camps/practices, competitions, and pre/post tryout informational parent meetings.
7. In conjunction with the Athletic Director, facilitate informational parent meetings at the beginning of the season for all levels.
8. Create a safe environment conducive to learning and appropriate for the physical, social, and emotional development of students.
9. Model good sportsmanship behavior and maintain appropriate conduct towards opposing teams, fans, parents, officials, spectators, and the community.
10. Implement positive communication strategies, organizational skills, and safety protocols.
11. Successfully foster and support an inclusive educational environment.

**Qualifications:**

1. Strong teamwork and teambuilding skills.
2. Design game plans, practice plans, and assign positions.

3. Understand aspects of health, nutrition, exercise science, and physical education, particularly as they relate to the adolescent, male athlete.
4. Strong organization and administration skills, including managing the coaching staff of all levels of the program.
5. Ability to effectively communicate verbally and in writing.
6. Strong listening skills.
7. Ability to prepare and condition athletes both physically and mentally.
8. Demonstrated mentoring and motivating skills, encouraging student empowerment and academic success.
9. Ability to work and contribute to an environment of mutual respect and collegiality.
10. Sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of high school students.

**Work Schedule & Compensation:**

- Seasonal position with practice and game commitments during the academic year.
- Compensation based on experience and school budget allocation.

**How to Apply:**

Interested candidates should submit a resume, cover letter, and references to Bill Potter at [bpotter@garces.org](mailto:bpotter@garces.org). Applications will be reviewed on a rolling basis until the position is filled.