



POSITION VACANCY

December XX, 2019

Founded in 1813, Colby is one of America's most selective colleges. Serving only undergraduates, Colby's rigorous academic program is rooted in deep exploration of ideas and close interaction with world-class faculty scholars. Students pursue intellectual passions, choosing among 58 majors or developing their own. Independent and collaborative research, study abroad, and internships offer robust opportunities to prepare students for postgraduate success. Colby is home to a community of 2,000 dedicated and diverse students from around the globe. Its Maine location provides easy access to world-class research institutions and civic engagement experiences.

In a period of fast-paced progress, Colby is building on its strong foundation while remaining committed to excellence, to supporting students and faculty at the highest levels, and to the College's deep liberal arts traditions. This new chapter includes the creation of innovative academic initiatives and partnerships, strengthening the connections between the liberal arts and the professional world, revitalizing downtown Waterville, and pursuing significant capital projects for performing arts and athletics. Colby invites applicants to apply for the position of:

HEAD COACH OF MEN'S AND WOMEN'S ALPINE SKIING

Athletics Department

Full-Time, Adjunct Faculty Appointment

Colby is a member of the New England Small College Athletic Conference (NESCAC) and has 28 intercollegiate sports that compete at the Division III level, and four programs (men's and women's alpine and nordic skiing) that compete at the Division I level within the EISA (Eastern Intercollegiate Ski Association). The department also hosts a variety of club and intramural sports. More than one-third of Colby's 2,000 students participate in intercollegiate sports and, in total, nearly three-quarters are involved in fitness and recreation activities in the department.

The College is constructing a new athletics complex, slated to open in the fall of 2020, which is destined to be among the best Division III facilities in the country. The 350,000-square-foot athletics center will include an indoor track and field competition center, an aquatic center with Maine's first 50-meter pool, a state-of-the-art ski waxing and tuning room with connecting locker rooms and coaches room, a gymnasium, a hockey arena, and a 3-floor strength and fitness center, as well as training rooms and coaching suites. To complement a state-of-the-art baseball and softball complex, the College recently opened a 70-acre-plus outdoor competition center that consists of three new competition and recreational fields that are also among the finest outdoor venues in Division III. Located in central Maine, the College has incredible access to other outdoor venues such as the Belgrade Lakes and Sugarloaf Mountain Resort, one of the premier ski destinations on the east coast.

The Colby College Department of Athletics seeks a full-time head coach of men's and women's alpine skiing, beginning June 1, 2020. This is an adjunct faculty position with benefits. In the context of Colby's commitment to comprehensive excellence, the head coach is responsible for the direction, instruction, supervision, and coaching of a division III alpine skiing program that competes at the division I level and is consistently at the top of the EISA league and represented at the NCAA championships.

Highly qualified applicants have experience in recruiting and coaching athletes at the championship level. Qualified candidates also have an understanding of the rules and regulations set forth by the NESCAC Conference and NCAA. The selected candidate is

HEAD COACH OF MEN'S AND WOMEN'S ALPINE SKIING

responsible to build the alpine team into the top program in division III and must be able to identify and develop athletes capable of achieving the highest level of success.

In addition to hiring and supervising assistant coaches involved with the program, the head coach will also be responsible for all aspects involved in running a skiing program including budget management, travel details and equipment needs.

Colby is looking for highly motivated individuals with experience in coaching, recruiting, talent development and program management. It is essential this person uphold the values of the College and the department while building athletes who contribute in the classroom, on the slopes and in their communities.

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES:

- Responsible for the management and administration of an intercollegiate alpine skiing program.
- Comply with all guidelines, rules, and regulations set forth by Colby College, the New England Small College Athletic Conference, EISA, and the NCAA.
- Create a dynamic and inclusive recruiting plan for the alpine ski program. Lead the effort to recruit high-achieving student athletes from geographically and demographically diverse populations.
- Monitor academic progress of student athletes. Understand academic needs, communicate with academic liaisons, identify any issues that may occur, and provide direction and guidance when necessary.
- Hire, supervise, and evaluate assistant coaches.
- Manage program budget, travel, and equipment logistics with department administration.
- Establish strong relationships with student athletes and maintain effective lines of communication.
- Analyze performance and instruct athlete's technique and strategy in preparation for and during athletic competition.
- Enhance ongoing engagement with internal and external entities, including Friends of Colby Skiing, the C Club, and the greater Maine community.
- Work with strength and conditioning staff, athletic trainers, and peak performance team to implement team-conditioning programs.
- In conjunction with the Harold Alfond Director of Athletics and Colby's Office of Advancement, coordinate the program's fundraising activities.
- Develop student athletes of character who are committed to fostering a campus environment of respect and inclusion.
- If necessary, a secondary responsibility within the Department of Athletics will be added depending on the qualifications of the applicant.
- Perform other duties as assigned.

QUALIFICATIONS:

- Bachelor's degree required.
- Experience working within a successful club and/or collegiate skiing program.
- Successful track record of fostering and maintaining positive working relationships with various constituents.
- Working knowledge of rules and regulations governing collegiate skiing.
- Strong organizational, communication, writing, interpersonal, and analytical skills and the capacity to work effectively in a fast-paced environment.
- Ability to initiate, analyze, monitor, evaluate, and advance strategic planning.
- Ability to work independently and to exercise sound judgment and discretion.

HEAD COACH OF MEN'S AND WOMEN'S ALPINE SKIING

- Demonstrated commitment to supporting the development of student athletes from varied backgrounds.
- Ability to work weekends and nights.

KEY RELATIONSHIPS:

The head coach of men's and women's alpine skiing has significant interaction with staff, students, faculty, parents, and alumni. Close cooperation with the head coach of the men's and women's nordic team is necessary.

WORKING CONDITIONS/PHYSICAL REQUIREMENTS:

General open office and campus environment. Position involves frequent movement. Computer usage involving repetitive hand/wrist motion is also necessary. Several weeks of domestic travel and frequent evening and weekend work required throughout the year. Heavy lifting (up to 50 lbs.) may be necessary.

TO APPLY:

Materials must be submitted electronically to Interfolio at:

<http://apply.interfolio.com/72838>. Letters of recommendation are optional at the initial application, but will be required of final candidates.

Confidential review of materials will begin immediately and continue until the appointment is made.

Colby is a private, coeducational liberal arts college that admits students and makes employment decisions on the basis of the individual's qualifications to contribute to Colby's educational objectives and institutional needs. Colby College does not discriminate in its educational programs or employment on the basis of race, color, gender, sexual orientation, gender identity, disability, religion, national origin, age, marital status, genetic information, or military or veteran's status. Colby is an equal opportunity employer and operates in accordance with federal and state laws regarding non-discrimination. Colby complies with Title IX, which prohibits discrimination on the basis of sex in an institution's education programs and activities. Questions regarding Title IX may be referred to Colby's Title IX coordinator or to the federal Office of Civil Rights. We encourage inquiries from candidates who will contribute to the cultural and ethnic diversity of our college.

For more information about the College, please visit our website: colby.edu.