

Director of Track & Field / Cross-Country

Summary: Queens University of Charlotte, an NCAA Division II affiliate, is seeking qualified candidates to lead its Track & Field, Cross-Country program. Queens competes in the South Atlantic Conference. This is a full-time, 12-month position that reports to the Director of Athletics. *This position is exempt from provisions of the Fair Labor Standards Act (FLSA) and is not eligible to earn overtime pay or compensatory time off for additional hours worked.*

Essential Duties and Responsibilities include:

- Plan, organize and direct all activities involved with leading Queens Track & Field, Cross-Country program in an efficient and effective manner
- Provide instruction and development for individual and team improvement, analyze athlete performance, and prepare student-athletes for the highest possible levels of competition
- Recruit high level student-athletes within compliance regulations and Queens' academic admissions standards
- Adhere to all NCAA rules and regulations for the sport
- Monitor student-athlete academic performance to ensure academic success and policy compliance
- Work collaboratively with Queens' strength and conditioning programs for student-athletes
- Coordinate activities for all home and away events including team travel plan, lodging and equipment inventory
- Serve as primary budget manager for program operations
- Participate in departmental meetings and activities including serving on committees and advisory board commitments
- Provide informal support to student-athletes in areas of academic and personal matters
- Participate in university fundraising and public relations activities
- Coordinate and execute high-level sport camps and clinics
- Adhere to the highest standards of student-athlete welfare

Non-Essential Duties

- Other duties may be assigned as needed to achieve department and university goals.

This position is considered a Responsible Employee for purposes of the university's Sexual Misconduct Policy. As such, this position is required to report any incident of sexual misconduct or interpersonal violence to the university's Title IX Coordinator when made aware of such.

Experience, Knowledge and Skills Required

- Collegiate Track & Field, Cross-Country and/or coaching experience and proven ability to transfer the knowledge and skills gained to student athletes in a way that supports their academic pursuits first and foremost and ensures their wellbeing and growth in the sport

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- In-depth knowledge and understanding of conference and NCAA rules and regulations
- Proven skills in recruiting student athletes that prioritize their academic goals with their athletic growth, competition, and involvement with the general student body for the betterment of all
- Budget management experience preferred
- Strong written and oral communication, interpersonal and leadership skills
- Proven track record of consistently modeling positive behaviors at all times
- Strong follow-up and follow-through skills as well as ability to plan, organize and control projects through to completion
- Ability to handle and maintain confidential information and strong understanding of FERPA
- Valid, unrestricted U.S. driver's license
- Bachelor's degree or the equivalent in experience and education

Application Process

Qualified candidates should submit the documentation listed below via email to hr@queens.edu in (.doc) or (.pdf) format. Incomplete submissions will not be considered. Include the following:

1. A cover letter addressing the position qualifications and experience
2. Current résumé or CV
3. Salary requirements
4. Contact information for three professional references.

Be sure to include “**DIR-TF-CC**” and **YOUR NAME** in your email Subject Line.
(**Example:** DIR-TF-CC Shawn Mullin)

Applications received by October 15, 2021, will receive first consideration. Queens will continue to accept applications until the position is filled.

About Queens University of Charlotte

Located in the heart of the nation's second fastest growing metropolitan area, Queens University of Charlotte leverages the city's diverse and thriving environment as an extended classroom. Nationally recognized for undergraduate programs in international and interdisciplinary education, Queens blends the best of liberal arts learning with professional preparation and community engagement. Focused on supporting success for diverse learners, faculty build close and collaborative relationships with students and help them build intentional and individualized roadmaps for flourishing at Queens and beyond. At the graduate program level, the University offers innovative educational experiences that help learners advance professionally and retool for new opportunities. Our environs afford faculty myriad opportunities to advance their own professional growth and teaching and research interests by collaborating with vibrant industry, non-profit, and community organization sectors.

Because of our history of innovation and our legacy of strong leadership, **Queens is positioned to be among the new forerunners of American higher education.** This is a defining moment for Queens. While other institutions are focused on sustaining and surviving, we are thinking much bigger. Institutions that understand what is needed and are willing to reimagine what is possible can position themselves to

thrive and strengthen their market position after the pandemic with innovative approaches that are deeply connected to the world and its greatest challenges.

By 2030, **Queens aspires to become the leading, private, national university of Charlotte** with deep, meaningful, and reciprocal connections to the needs of our local community and economy; inventive and multidisciplinary academic programs that are connected to the world's most pressing challenges and biggest areas of opportunity; a fully connected, integrated, and innovative set of experiences that support holistic wellness and wellbeing; a culture of continuous improvement and investment that enables faculty and staff to flourish and achieve their full potential; and a comprehensive approach to diversity, equity, and inclusion that begins on campus and radiates throughout the community.

Queens University of Charlotte is an equal opportunity employer and is firmly committed to supporting and celebrating all forms of diversity. Queens does not discriminate on the basis of race, color, gender, sex (including pregnancy, child birth and conditions related to pregnancy or child birth), sexual orientation, gender identity or expression, religion, age, national origin, disability, political beliefs, veteran status, genetic information or any characteristic protected by law in the administration of its educational and admissions policies, scholarship and loan programs, athletic programs, employment and hiring policies, or other University-administered programs.

Any individual with a disability who needs any reasonable accommodation under the Americans with Disabilities Act to apply for a position or otherwise to participate in Queens' job search/selection process should contact the Director of Human Resources at 704.337.2222.

Physical Requirements (*with or without reasonable accommodation*)

- *Visual Abilities:* Read reports, create presentations, and use a computer system.
- *Hearing:* Hear well enough to communicate with co-workers, vendors, and students.
- *Dexterity, Grasping, Feeling:* Write, type, and use the telephone, copier, and computer systems.
- *Mobility:* Open files and operate office machines; move between departments and attend meetings across campus.
- *Talking:* Frequently convey detailed or important instructions and ideas accurately, loudly, or quickly.
- *Lifting, Pulling, Pushing:* Exert up to 30 pounds of force occasionally, and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.
- *Cognitive/Emotional:* Ability to critically think and concentrate. Must be able to respond quickly to changes in conditions.

Work Conditions

- Must be willing and able to work a flexible schedule to meet requirements of the position, including early mornings, nights, and weekends.
- Must be willing and able to travel (by car, bus, air, or other modes as appropriate; overnight stays) with the team to coach the team at away games, as well as travel to achieve recruiting goals.
- Work in office environment and outdoors, involving contact with faculty, staff, students, parents, service providers and vendors.
- Work has deadlines, multiple interruptions, high volume and may be stressful at times.

This description is not intended to be an all-inclusive list of the duties and responsibilities of this positions, nor are they intended to be such a listing of the skills and abilities required to do the job. Rather, it is intended to describe the general nature of this position.