Director of Athletics and Activities

Purpose Statement
The job of Director of Athletics and Activities is done for the purpose/s of directing all aspects of the athletics program and activities for the assigned high school and feeder middle schools; hiring coaching staff; ordering equipment for teams; promoting events, matches and meets; coordinating with operations directors; achieving defined objectives by planning, evaluating, developing, implementing and maintaining services in compliance with established guidelines; and serving as a member of the district leadership team.

This job reports to Principal - High School

Essential Functions

- Collaborates with internal and external stakeholders (e.g. staff, administrators, auditors, public agencies, community members, parents, etc.) for the purpose of implementing and/or maintaining services and programs.

- Compiles data from a wide variety of sources (e.g. staff, public agencies, etc.) for the purpose of analyzing issues, ensuring compliance with policies and procedures, and/or monitoring program components.

- Develops all extra curricular practice and competition schedules for the purpose of ensuring all scheduled events work with the buildings, programs and is coordinated with other districts.

- Directs department operations, the maintenance of services and the implementation of new programs and/or processes for the purpose of providing services within established time frames and in compliance with related requirements.

- Facilitates meetings and workshops (e.g. personnel actions, financial procedures, regulatory requirements, community involvement, actions involving outside agencies, interdepartmental needs, etc.) for the purpose of identifying issues, developing recommendations, supporting other staff, and serving as a District representative.

- Intervenes as needed during a conflict between any parties involved in any extra curricular activity (e.g. players, coaches, parents, etc.) for the purpose of mediating the situation and resolving it with the best solution.

- Manages assigned program and/or departmental responsibilities for the purpose of achieving organizational objectives, and ensuring compliance with legal, financial and District requirements.

- Monitors and advises coaches for the purpose of ensuring all extra curricular programs adhere to policies within MSHSAA, suburban conference and Liberty Public Schools.

- Monitors budget allocations, expenditures, fund balances and related financial activities (e.g. team travel, equipment purchases, coaches salaries, facility upkeep, etc.) for the purpose of ensuring that allocations are accurate, revenues are recorded, expenses are within budget limits and/or fiscal practices are followed.

- Participates in a variety of meetings (e.g. workshops, district committees, seminars, conferences, etc.) for the purpose of conveying and gathering information regarding a wide variety of subjects required to carry out their administrative responsibilities.
Job Requirements: Minimum Qualifications

Skills, Knowledge and Abilities

SKILLS are required to perform multiple, technical tasks with a need to periodically upgrade skills in order to meet changing job conditions. Specific skill based competencies required to satisfactorily perform the functions of the job include: operating standard office equipment including utilizing pertinent software applications; planning and managing projects and programs; overseeing program financial activities; developing effective working relationships; preparing and maintaining accurate records; and administering personnel policies and procedures.

KNOWLEDGE is required to perform advanced math; read technical information, compose a variety of documents, and/or facilitate group discussions; and solve practical problems. Specific knowledge based competencies required to satisfactorily perform the functions of the job include: pertinent laws, codes, policies, and/or regulations; personnel processes; and standard business practices.

ABILITY is required to schedule a significant number of activities, meetings, and/or events; routinely gather, collate, and/or classify data; and use job-related equipment. Flexibility is required to independently work with others in a wide variety of circumstances; analyze data utilizing a variety of complex processes; and operate equipment using a variety of processes. Ability is also required to work with a significant diversity of individuals and/or groups; work with data of varied types and/or purposes; and utilize a variety of job-related equipment. Independent problem solving is required to analyze issues and create action plans. Problem solving with data requires analysis based on organizational objectives; and problem solving with equipment is significant. Specific ability based competencies

Other Functions

- Performs personnel administrative functions (e.g. hiring, counseling, training, supervising, evaluating, providing professional development opportunities, etc.) for the purpose of maintaining necessary staffing, enhancing productivity of staff, and ensuring necessary department/program outcomes are achieved.

- Prepares a wide variety of often complex materials (e.g. plans, budgets, funding requests, etc.) for the purpose of documenting activities and issues, meeting compliance requirements, providing audit references, making presentations, and/or providing supporting materials for requested actions.

- Presents information on a variety of topics related to administrative responsibilities (e.g. financial information, overviews of programs/services, policies and procedures, etc.) for the purpose of providing general information, training others, etc.

- Researches a wide variety of topics (e.g. policies, eligibility requirements, current practices, staffing requirements, financial resources, etc.) for the purpose of developing new programs/services, ensuring program compliance with established requirements, securing general information and/or responding to requests.

- Responds to issues involving staff, conflicts in policies and regulations, community concerns, parental requests that may result in some negative impact and/or liability if not appropriately addressed for the purpose of identifying the relevant issues and recommending or implementing a plan of action that will efficiently resolve the issue.

- Runs and sends reports on program/team results for the purpose of complying with state and MSHSAA guidelines.

- Schedules officials for events and communicates with them before, during and after the event for the purpose of ensuring there were no issues in the process that need to be addressed.

- Serves as primary liaison to operations staff in matters related to the building and campus and coordinates with the principal and operations directors for the purpose of ensuring the safe and effective operation of the facility and campus.

Other Functions

- Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.
required to satisfactorily perform the functions of the job include: providing leadership, direction, and team building; communicating with persons of varied educational and cultural backgrounds; establishing and maintaining effective working relationships with individuals from diverse professional backgrounds; working independently under time constraints to meet deadlines and schedules; organizing and communicating information and concepts; setting priorities; working as part of a team; analyzing situations and making accurate decisions; working with multiple projects; dealing with frequent interruptions and changing work priorities; working with detailed information/data and maintaining accurate records; maintaining confidentiality; and facilitating communication between persons with frequently divergent positions.

**Responsibility**
Responsibilities include: working under limited supervision following standardized practices and/or methods; managing a department; supervising the use of funds. Utilization of resources from other work units is often required to perform the job's functions. There is a continual opportunity to significantly impact the organization's services.

**Work Environment**
The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling, and significant fine finger dexterity. Generally the job requires 80% sitting, 10% walking, 10% standing. This job is performed in a generally clean and healthy environment.

**Experience:** Job related experience within a specialized field is required.

**Education:** Masters degree in job-related area.

**Equivalency:**

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<tr>
<th>Required Testing</th>
<th>Certificates and Licenses</th>
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<tbody>
<tr>
<td>None Specified</td>
<td>Missouri State Teaching Certificate</td>
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<tr>
<th>Continuing Educ. / Training</th>
<th>Clearances</th>
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<tbody>
<tr>
<td>None Specified</td>
<td>Criminal Justice Fingerprint/Background Clearance</td>
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**FLSA Status** | **Approval Date** | **Salary Grade**
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Exempt | 2/17/2020 | See Administrator Salary Schedule

**Revised Date**

The purpose and utilization of job descriptions in Liberty Public School District #53 are to ensure the essential functions of each position are articulated in order to create a clear understanding of job expectations for the incumbent while also providing a framework through which the recruiting, hiring, and retaining of employees may be enhanced.