



## Head Coach - Men's Ice Hockey

This position serves as the leader of the Harvard Men's Ice Hockey program and embraces the vision of principled leadership, academic integration and competitive excellence. The Head Coach leads by developing a vision, setting team goals, and building a healthy and transformative culture. The Head Coach is responsible for all aspects of the program, including student-athlete development, planning and preparation for practices and contests, managing team staff, identifying and recruiting prospective student-athletes, budget, operational logistics, providing leadership to the respective Friends Group, and participating in appropriate University, community, alumni/ae and media relationships – all in compliance with University, Ivy League and NCAA rules and regulations.

The Head Coach uses athletics as the means to educate student-athletes. This position serves as a teacher and mentor in the holistic development of student-athletes to help build character and teach valuable life lessons including work ethic, discipline, resilience, accountability, adaptability, teamwork, humility and leadership – in support of the University and College missions. The Head Coach impacts personal development in addition to athletic development in a meaningful and lasting way.

The Head Coach is responsible for ensuring the health and safety of student-athletes to achieve and maintain peak performance. In the Ivy League, program success is defined broadly and involves much more than winning – a successful program imparts the life lessons described in the above paragraph and results in high levels of student satisfaction and healthy team culture. This position is a key ambassador for the Athletics Department and the University and must reflect the highest levels of integrity, ethical behavior and adherence to the Ivy League principles. Overall program success begins with the leadership of the Head Coach.

This position requires extensive experience in coaching the sport, with coaching at the collegiate level strongly preferred. Comparable experience may include playing and/or coaching in a professional environment.

This is a term position renewable at the discretion of the Athletics Director.

### **Job-Specific Responsibilities:**

#### **1. Athlete Team Management**

- Plans and directs practices, in-game coaching; develops student-athlete knowledge and skills of the sport and helps the team perform at competitive levels.



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- Promotes culture of education through athletics. Ensures student-athletes receive meaningful direction and support from coaches by fostering spirit of continuous improvement and learning. Balances athletics within the academic context.
- Develops and oversees plan for student-athlete recruitment and retention that aligns with values of excellence and inclusion; responsible for strategy's impact on team performance and reputation.
- Credibly and effectively leads and communicates with student athletes. Mentors student-athletes in embracing leadership roles. Uses athletics to educate students about character development and accountability.
- Ensures academic integration of student athletes with the values of Harvard College.

## 2. Operational Complexity

- Develops and supervises the execution of team strategy, budget, logistics and operational direction; as appropriate, develops and executes national and international recruiting strategy.
- Ensures compliance with University, Ivy League, ECAC, NCAA and other rules and regulations (including the University Conflicts of Interest and Commitment policy).
- Leads, directs, and reviews the work of assistant coaches; recruits and develops assistant coaches.
- Participates in professional development and sport governance/leadership activities.
- Identifies, explores and implements innovation opportunities/trends as appropriate.
- Identifies and resolves problems frequently of a complex nature, which may require intricate solutions that impact the team.
- Communicates effectively with athletics administrators.

## 3. Communications & Influence

- Effectively communicates with Harvard community, including students, Faculty and staff, alumni and donors.
- Generates interest and enthusiasm for the sport within and outside of the Harvard community.
- Helpful in building and maintaining high viewership and public interest of contests consistent with the applicable sport.
- Responds to media inquiries as requested by Athletics Communications.
- As appropriate, requires the ability to influence positively public interest.

## 4. People Management

- Recruits assistant coaches and team operations staff.
- Leads, directs, and sets goals for assistant coaches and staff.
- Monitors and reviews the work of assistant coaches and staff, provides timely feedback, and takes prompt corrective action as necessary.
- Keeps abreast of Harvard policies, communications, and initiatives relating to employee relations, and keeps assistant coaches and staff informed as necessary.



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- Promptly responds to complaints by or against assistant coaches and staff pursuant to University policies.

## **In addition, the Head Coach must:**

- Demonstrate strong technical, tactical and strategic knowledge of the sport of ice hockey.
- Have the ability to work collaboratively with Women's ice hockey coaching and support staff.
- Possess exceptional communications skills.
- Understand emerging issues in college athletics and ice hockey, including national trends and key Ivy League and ECAC issues.

## **Basic Qualifications:**

- Bachelor's Degree required.
- Requires at least 8 years of ice hockey coaching experience at the collegiate, professional, national or Olympic level.

## **Additional Qualifications and Skills:**

- Requires complete mastery of sport-specific knowledge and relevant issues.
- Requires advanced management and leadership knowledge.
- Understands, embraces, and demonstrates the philosophy, principles and policies of college athletics.
- Basic proficiency in Excel, Word, e-mail and web-based applications.

## **Certificates and Licenses:**

- Valid driver's license needed.
- CPR and First Aid required.

## **Physical Requirements:**

- Must be able to lift equipment associated with the sport.

## **Working Conditions:**

- Evening and weekend work required.
- Frequent travel required.
- Job requires work in extreme environmental conditions, including extreme heat and cold, rain, and high levels of noise.

## **Work-Format:**

- On-Site

## **Additional information**

- **Appointment End Date:** April 30, 2031
- **Standard Hours/Schedule:** 35 hours per week



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- **Compensation Range/Rate:** \$300K - \$400K/annual
- **Visa Sponsorship Information:** Harvard University is unable to provide visa sponsorship for this position
- **Pre-Employment Screening:** Identity, Education, Criminal, and DMV
- **Other Information:**
  - *NOTE - this role is not eligible for Paid Time Off (PTO).*

## **EEO/Non-Discrimination Commitment Statement**

Harvard University is committed to [equal opportunity](#) and [non-discrimination](#). We seek talent from all parts of society and the world, and we strive to ensure everyone at Harvard thrives. Our differences help our community advance Harvard's academic purposes.

Harvard has an [equal employment opportunity policy](#) that outlines our commitment to prohibiting discrimination on the basis of race, ethnicity, color, national origin, sex, sexual orientation, gender identity, veteran status, religion, disability, or any other characteristic protected by law or identified in the university's [non-discrimination policy](#). Harvard's [equal employment opportunity policy](#) and [non-discrimination policy](#) help all community members participate fully in work and campus life free from harassment and discrimination.

## **To apply:**

Please apply directly on [Careers@Harvard](mailto:Careers@Harvard)

<https://us.smrtr.io/4PzLy>