



NOTICE OF VACANCY

Esports Coach (Part-time)

REPORTS TO: Athletic Director

DESCRIPTION OF POSITION: At Mississippi Delta Community College (MDCC), we value the ability to serve students from a broad range of socioeconomic backgrounds, genders, abilities, and orientations. We prioritize applicants who demonstrate they understand the benefits a diverse student population brings to a community college. The successful Esports Coach will be an equity-minded individual committed to student success by collaborating with faculty, staff, administration, students, and community partners who support the institution's mission.

The Esports Coach is responsible for the daily management and development of the college's esports program. This includes coordinating practices, coaching student-athletes, supervising team activities, and promoting academic and personal success among participants. The Esports Coach must understand and embrace the responsibilities of serving as a role model and mentor, demonstrating professionalism, integrity, and a strong commitment to the mission and values of the College and the Athletic Department. The coach is expected to foster a positive, inclusive team culture that aligns with institutional goals and enhances student engagement.

More specifically, the Esports Coach is responsible for the following:

DUTIES AND RESPONSIBILITIES

- Coach and mentor student-athletes in one or more competitive esports titles (e.g., League of Legends, Overwatch, Rocket League, Valorant), focusing on individual skill development, game knowledge, and team strategy.
- Analyze game footage and live gameplay to evaluate team and individual performance; provide personalized feedback and identify improvement areas.
- Schedule and supervise regular practices, scrimmages, and competitive matches, ensuring alignment with academic calendars and league rules.
- Organize and coordinate participation in local, regional, and national competitions, including registration, eligibility verification, travel logistics, and event preparation.
- Remain current with esports trends, patch notes, meta shifts, and competitive strategies to keep the team competitive.
- Host and coordinate on-campus or virtual esports tournaments to increase student engagement and community involvement; collaborate with other schools when applicable.
- Create and promote esports events in partnership with the Marketing, IT, and Student Services departments to raise the program's visibility and enhance campus life.
- Provide guidance on esports-related scholarship opportunities, assist with awarding/recommending scholarships (if applicable), and maintain scholarship student participation and academic standing documentation.

- Monitor and support the academic progress of team members, ensuring compliance with institutional, NJCAA, and league eligibility requirements; make appropriate referrals to tutoring or support services as needed.
- Foster a positive team environment focused on student success, leadership, personal accountability, and sportsmanship.
- Support livestreaming of events and matches using platforms like Twitch or YouTube; assist in producing and sharing content to highlight team activities and student accomplishments.
- Collaborate with student support services to track retention and progression of esports team members; participate in student success initiatives across campus.
- Maintain accurate records related to player participation, team statistics, competition outcomes, and program assessment.
- Enforce team rules, student conduct standards, and safety protocols consistent with institutional and league policies.
- Participate in training and professional development opportunities related to coaching, leadership, and esports.
- Assist with departmental or student engagement initiatives when possible, including orientation events, welcome weeks, and wellness campaigns.
- Perform other duties as assigned

MANDATORY QUALIFICATIONS

- High school diploma or equivalent required; associate or bachelor's degree preferred.
- Experience coaching or mentoring individuals or teams in a competitive environment (can include esports or traditional sports).
- Strong communication and interpersonal skills with the ability to work effectively with students from diverse backgrounds.
- Skill in planning, organizing, and executing practice sessions, competitions, and events.
- Basic understanding of esports technology and platforms (e.g., Discord, Twitch, Battlefy).
- Flexibility to work evenings, weekends, and occasional travel for competitions.

DESIRABLE QUALIFICATIONS

- Prior experience coaching collegiate or high school esports teams.
- Ability to manage and troubleshoot gaming hardware and software.
- Experience recruiting and retaining student-athletes.

KNOWLEDGE AND SKILLS REQUIRED

- Ability to be a team player and demonstrate accountability for responsibilities.
- Ability to conduct research and review and interpret published materials including analytical reports to inform decision-making, planning, and implementation of best practices, trends, and/or techniques in assigned areas.
- Ability to exercise considerable initiative, independent judgment, discretion and confidentiality in performing tasks.

- Ability to make difficult decisions and properly respond to sensitive situations.
- Ability to multitask and possess initiative.
- Ability to organize events and carry out major projects with minimal supervision and direction.
- Ability to work and communicate effectively with all college stakeholders including administrators, faculty, staff, students, and local patrons.
- Able to think creatively and respond timely to pressing deadlines.
- Demonstrated effective use of technology.
- Effective planning, organizational, and time management skills.
- Highly attentive to detail.
- Strong sense of personal and professional integrity.
- Understanding of team dynamics, strategy development, and in-game communication tactics within a competitive esports environment.
- Ability to manage time effectively and prioritize tasks during peak competition or travel periods.
- Knowledge of student development theory and experience working with diverse populations.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to use hand to finger, handle, or feel objects, tools, or controls; reach with hands and arms; and talk or hear. The employee frequently is required to sit, stand and walk. The employee is occasionally required to climb, balance, stoop, kneel, crouch, or crawl.

The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision. This position may require prolonged periods of viewing a computer screen. This position may also require some travel and working some evenings and weekends.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate to loud.

TERMS OF EMPLOYMENT

This is a Part-time, 12-month, Exempt, and Non-Teaching Professional (NP) position.

SALARY

The salary will commensurate with education and experience.

APPLICATION PROCEDURES

Applicants should submit all of the following in order for their application to be considered for employment:

1. MDCC Employment Application Form
2. **Unofficial** College Transcript(s)
3. Current Resume
4. Valid Driver's License
5. Authority to Release Information Form/ Consent Form

The MDCC Employment Application can be found on the MDCC Human Resources website,
<https://msdelta.formstack.com/forms/applicationforemployment>

Official transcripts **are required upon hire** and may be sent directly from the university/college electronically to humanresources@msdelta.edu or via postal mail to:

Office of Human Resources - P. O. Box 668 - Moorhead, MS 38761

DEADLINE

Internal/External –June 18, 2025 at 5:00 p.m.