

NORTH CROSS SCHOOL

HEAD VARSITY FOOTBALL COACH



THE OPPORTUNITY

North Cross School, a co-educational, JK3-12 day school with an international boarding program in Roanoke, Virginia, is seeking an experienced Varsity Head Football Coach for the 2026 season. North Cross's football program has a long history of success, including securing four Division II State Championship titles in the last five years and defeating Division I teams across the state. North Cross is dedicated to providing an enriching educational experience for our students while fostering their personal and athletic growth, thus ideal candidates for the Head Varsity Football Coach position should be ready to step in and lead an already strong program and also serve in a full-time faculty or staff member role on campus. Current open roles include our Director of Auxiliary Program, Middle School Dean of Students, as well as core teaching positions in the Upper School.

JOB SUMMARY

The Varsity Head Football Coach at North Cross is responsible for developing and implementing effective coaching strategies, fostering a positive team culture, teaching fundamental skills and techniques, overseeing player development, coordinating with assistant coaches, and managing team operations. The Varsity Head Football Coach also sets the tone for the development of mission-aligned student leadership skills, character, and the highest standards of respect and sportsmanship

PRIMARY JOB RESPONSIBILITIES & DUTIES

- **Develop Culture and Vision:** Create and develop a positive culture and vision that aligns with the athletic department and the school's mission and vision.
- **Game Planning:** Collaborate with staff and devise a weekly game plan tailored to upcoming season schools that we will face.
- **Student Athlete Evaluation and Development:** Evaluate the performance of student athletes during practices and games, identifying strengths and weaknesses to determine the most effective utilization of personnel.
- **Team Communication:** Responsible for clear communication of all aspects of football operations, such as but not limited to team and parent meetings, weekly practice schedules, gameday and travel itineraries, and behavioral expectations of football staff and student-athletes.
- **Provide feedback and suggestions for improvement and help student athletes understand their position and role on the team.**
- **Technology:** Should have experience with Hudl to capture, analyze, and learn from video and data. Should have experience analyzing game film to evaluate team performance, identify trends, and make necessary adjustments to game plans. Study opponents' game film to identify potential strategies and play calls.
- **Admissions Support:** At the direction of the Director of Enrollment Management, meet with interested prospective students and families.



REQUIREMENTS

- **Coaching Experience:** Coaching experience and participation in football at a high school or college level is required.
- **Safety:** Completion of CPR and First Aid training or enrollment in current CPR and First Aid training course.
- **Analytical Skills:** Ability to analyze game film, identify opponent tendencies, and make effective adjustments based on observed patterns.
- **Leadership & Communication Skills:** Should work well with others and be willing to help out with other areas of the team as needed. Must be able to effectively convey strategies and instructions to players and coaches. Should be able to effectively communicate with parents and students in a structured manner.
- **Adaptability:** Ability to adapt offensive and defensive strategies based on the strengths and weaknesses of players, opponents, and game situations.
- **Decision-Making:** Sound judgment and decision-making skills to make effective play calls in high-pressure situations.
- **Collaboration:** Team-oriented mindset with the ability to collaborate with other coaches and staff members to achieve team goals.
- **Passion for Football:** Genuine passion for the sport and a strong desire to stay updated with the latest trends and developments in offensive strategies.
- **Contests will vary between Fridays and Saturdays.**
- **Perform beginning and end-of-year inventory for the program.**
- **Ability to drive a minibus (14-passenger) and/or possess a CDL.**

SCHOOL PROFILE

North Cross's next Head Varsity Football Coach will help lead a thriving school community. As the premier independent school in the Roanoke Valley serving students in JK-3 through 12th grade, North Cross enjoys a healthy enrollment, an engaged parent and alumni community, a joyful and dedicated student body, and an outstanding teaching faculty. The school's annual giving contributes over \$750,000 to the operational budget. The most recent capital campaign, The North Cross Legacy Campaign, raised over \$13 million, which transformed the campus with a renovated Upper School, a new student commons and library, as well as an administrative wing. A beautiful new green space in the heart of campus connects all academic divisions.

North Cross boasts a strong reputation for its impressive academic programming and robust arts and athletic programs. Foundational to the student experience is North Cross's Honor Code, its student leadership initiatives, and its international programming. As a mission-driven institution, North Cross is committed to character education and developing leaders in local and global communities. Its emphasis on global programming includes an international campus in Shanghai as well as a partnership with an international and domestic boarding program located in downtown Roanoke.

TO APPLY

Applicants should submit a resume, coaching philosophy, and cover letter expressing interest in the position to Human Resources Director, Ashley Turner (aturner@northcross.org) and Director of Athletics, Eric Lawrence (elawrence@northcross.org).

A list of four professional references will need to be provided upon request.



WHO WE ARE

North Cross School is an independent, nonsectarian school serving students in early childhood through 12th grade from across the Roanoke Valley, the region, and the world.

OUR MISSION

Our mission is to inspire a community of intellectually curious learners to think critically, act with integrity, and lead with courage.



NORTH CROSS

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