

Head Varsity Boys Baseball Coach

Oasis Christian Academy

Reports to	Athletic Director and Head of School
Position type	Seasonal coaching position
Program	Varsity Boys Baseball
Primary location	Oasis Christian Academy and assigned practice and competition venues
School vision	Furnishing instruction. Cultivating hearts. Impacting the world.

Position Summary

The Head Varsity Boys Baseball Coach provides Christ-centered leadership for the varsity baseball program and is responsible for developing student-athletes spiritually, academically, personally, and athletically. The coach will establish a competitive program marked by sound instruction, disciplined preparation, sportsmanship, safety, and conduct that reflects the mission and values of Oasis Christian Academy.

Required Personal and Spiritual Qualities

- Have a personal relationship with Jesus Christ and consistently demonstrate Christian character in speech, conduct, relationships, and decision-making.
- Believe the Bible is God's Word and the standard for faith and daily living, and fully support OCA's Statement of Faith, Christian philosophy of education, policies, and spiritual expectations.
- Maintain active attendance and involvement in a Bible-believing local church. A pastoral reference verifying church attendance, involvement, and Christian character must be received and reviewed before an applicant may advance to an interview.
- Model integrity, humility, self-control, reliability, respect, perseverance, and servant leadership both on and off the field.
- Recognize parents as the primary God-given authority in their children's lives and work in partnership with families while maintaining appropriate professional boundaries.
- Handle confidential information with discretion and follow biblical and school-established procedures when addressing concerns or conflict.

Required Professional Qualifications

- Prior high school baseball coaching experience is required. Varsity head coaching or significant varsity assistant coaching experience is preferred.
- Demonstrated knowledge of baseball fundamentals, position development, practice organization, game strategy, conditioning, and age-appropriate player development.
- Demonstrated ability to lead a coaching staff, build a healthy team culture, communicate with families, and manage the administrative responsibilities of a high school program.
- Strong oral, written, organizational, and interpersonal communication skills.
- Ability to use school-approved communication and scheduling systems and to respond to athletic administration within established timelines.
- Current CPR and first aid certification, or the ability to obtain certification before the season begins.
- Completion of all required coaching education, concussion, heat illness, sudden cardiac arrest, sportsmanship, and governing-body training before assuming coaching duties.

- Successful completion of the OCA employment application, background screening, reference review, and any other school-required clearance.

Primary Responsibilities

Christian Leadership and Student Development

- Integrate biblical principles into the baseball program through prayer, discipleship, instruction, correction, and personal example.
- Teach student-athletes to compete with excellence while demonstrating Christ-like character, integrity, respect, discipline, and sportsmanship.
- Support each player's spiritual growth, academic responsibilities, personal maturity, physical development, and understanding of team commitment.
- Establish team standards that align with the OCA Student Handbook, Athletic Handbook, Code of Conduct, and school policies.

Program Leadership

- Develop and communicate a clear vision for the varsity baseball program that supports the broader goals of OCA Athletics.
- Plan and lead organized tryouts, practices, conditioning sessions, team meetings, competitions, and postseason activities.
- Select student-athletes and determine roles and playing time based on ability, preparation, attendance, effort, attitude, conduct, academic standing, and the needs of the team.
- Recruit, supervise, and mentor assistant coaches and approved volunteers in consultation with the Athletic Director. All staff and volunteers must complete OCA approval requirements before participating.
- Provide appropriate leadership to the overall baseball program and encourage consistent instruction and development across program levels when applicable.
- Participate in required preseason and postseason meetings, evaluations, professional development, and program reviews.

Practice and Competition Management

- Prepare purposeful practice plans that teach fundamentals, develop baseball knowledge, build physical readiness, and promote efficient use of facilities and equipment.
- Maintain direct supervision of student-athletes during all team activities and ensure that athletes are never left unsupervised.
- Arrive sufficiently early for practices and contests to inspect the playing area, prepare equipment, receive participants, and address safety concerns.
- Manage games with composure, sound judgment, respect for officials and opponents, and adherence to OCA and governing-body expectations.
- Ensure that no team practice or school-sponsored team activity is conducted on Sunday.
- Confirm with the Athletic Director that schedules, transportation plans, venues, departure times, and game-day responsibilities are accurate before communicating them to families.

Student Safety and Eligibility

- Follow OCA's Emergency Action Plan and be prepared to provide appropriate first response until qualified medical personnel arrive.
- Inspect the field, dugouts, batting areas, equipment, and other spaces before use; promptly report unsafe conditions and suspend activity when conditions present an unreasonable risk.
- Monitor weather, heat, lightning, hydration, and return-to-play requirements in accordance with OCA policy and applicable governing-body standards.

- Carry or ensure access to required first-aid supplies and emergency contact information at practices and contests.
- Promptly report injuries, incidents, ejections, or safety concerns and complete all required documentation.
- Use only student-athletes who have been confirmed eligible by the Athletic Director or school administration. The coach may not independently approve a student's eligibility or participation.

Communication and Parent Relations

- Conduct a mandatory preseason parent and student-athlete meeting to review program expectations, schedules, fees, transportation, communication procedures, team rules, playing-time philosophy, and required forms.
- Provide accurate and timely communication regarding practices, games, changes, transportation, uniforms, equipment, and team responsibilities through school-approved channels.
- Respond to parent communication professionally and within a reasonable timeframe while following OCA's communication and conflict-resolution procedures.
- Refer unresolved concerns, serious incidents, or matters involving policy, eligibility, discipline, or safety to the Athletic Director.
- Maintain professional communication with officials, opposing coaches, host sites, school personnel, and the OCA community.

Administration Equipment and Facilities

- Maintain accurate rosters, attendance records, statistics, awards information, inventory records, and other documentation requested by the Athletic Director.
- Submit requested schedules, transportation needs, purchase requests, budget needs, officials' information, scores, and postseason reports by established deadlines.
- Operate within the approved program budget and obtain advance authorization for purchases, fundraising, camps, special events, or commitments made on behalf of OCA.
- Issue, track, collect, inspect, and return uniforms and equipment according to OCA procedures; report missing or damaged items promptly.
- Ensure fields, dugouts, storage areas, and team spaces are left clean, organized, and secured after use.
- Protect OCA's name, logos, uniforms, and branding. Independent travel, club, or developmental teams may not use the Oasis Christian Academy, OCA, Oasis Lions, or Oasis name, school logos, official uniforms, or other branding in a manner that represents or implies OCA sponsorship.

Professional Conduct and Accountability

- Follow all OCA policies, administrative directives, athletics procedures, and applicable conference and governing-body rules.
- Maintain appropriate professional boundaries with students and use only school-approved methods of communication.
- Refrain from conduct that could damage the testimony, reputation, safety, or effective operation of Oasis Christian Academy.
- Immediately inform the Athletic Director when unable to fulfill an assigned responsibility or when a matter requires administrative attention.
- Perform other baseball-related duties reasonably assigned by the Athletic Director or Head of School.

Physical and Scheduling Expectations

- Ability to stand and move for extended periods; demonstrate or supervise baseball activities; lift, carry, and move equipment; and work outdoors in varying weather conditions, with reasonable accommodation as required by law.

- Availability for afternoon and evening practices, weekday and occasional weekend contests, travel, preseason preparation, postseason responsibilities, and required school or athletics meetings.
- Reliable transportation and the ability to travel to assigned practice and competition venues. Any operation of an OCA vehicle requires separate school authorization.

Application Process

Candidates must submit a completed OCA employment application and all requested supporting materials. The school must receive and review a pastoral reference and other required references before moving forward with an interview. Submission of an application does not guarantee an interview.

Equal Employment and Ministry Expectations

Oasis Christian Academy is a private Christian school and ministry. Employment and coaching service require agreement with and support of the school's Christian mission, Statement of Faith, conduct expectations, and applicable employment policies. OCA reserves the right to revise this job description as program needs, school policies, or governing requirements change.