



POSITION VISION:

HPA is an organization that values teamwork, leadership, and commitment – these traits permeate all aspects of what we do and how we do it. Ultimately, we seek coaches who are fun, driven, passionate about our work and uphold our values. As an HPA Camp Coach, you are on the front line, working to create safe, supportive environments for our youth to learn and empower leaders within their communities. You know that healthy competition means bringing out the best in everyone on your team, focusing on positive youth development, not the scoreboard. Most importantly, you lead by example and act as a role model, gaining the respect and trust of the community and youth you serve.

Essential Functions/ Major Responsibilities:

- Develop sport skills of youth campers at High Performance Academy Camps
- Supervise and ensure the safety, development, growth, and well-being of campers aged 3-15.
- Assist the Camp Director with setting up and taking down equipment each day, arriving 45 minutes before camp begins or when scheduled.
- Engage with campers at camp site during camp hours
- Follow and support the Camp Director's instructions and schedule throughout the week
- Complete evaluations or certificates for each camper in your group
- Closely follow all safety protocols
- Provide support to other departments within the High Performance Academy organization for additional coaching opportunities/events
- Communicate feedback or areas for improvement to camp coordinator
- Coaches are responsible for improving the athletic skills and abilities of their campers. They are relied upon by the Head Coaches to help implement coaching plans. Sports majors are opportunities for coaches to use their personal experiences to teach, challenge and empower campers. Coaches also coach and run electives, recreational activities designed for campers to have fun.
- Attend Paid Training (4-6 hours)

Requirements:

- Previous experience (Playing, Coaching, Team Management)
- Exceptional customer service skills
- Experience working with children and pre-teens
- Ability to prioritize, multitask, and pay close attention to details and directions given by the director
- Ability to act as a leader for campers and the community
- Ability to transport yourself to and from camp locations
- Ability to work actively in an outdoor setting for the duration of your event
- High school diploma
- First Aid and CPR certification required upon being hired (company paid)
- Background check required
- Must be 18 years old by hire date
- Reliable transportation required

Perks:

- Competitive compensation
- Referral Program
- Multiple opportunities for professional development, specialization, and leadership
- Family-friendly work environment
- Employee discount plans
- Investment from a company that wants you to succeed and thrive
- Free HPA/Adidas Swag-Gear
- Free Food on the Final day of camps
- Letter of Recommendation
- Perks to our Company Partners
- Summer Pass to HPA's partner, Wild Water Adventure Park.

JOB TYPES: Part-time, Temporary

COMPENSATION: \$19/hour

TIME COMMITMENT:

Summer opportunities begin June 12 - Aug 4

- Monday through Friday, no weekends
- Morning shifts (8am – 1pm)
- Afternoon shifts (12pm – 6pm)
- Full day shifts (8am – 6pm)

Special Events (Optional, but Recommended)

About Us:

The High Performance Academy provides premier sports programs for players of all ages, skill levels, and abilities. Our mission is to develop world-class people who embody excellence, teamwork, and sportsmanship.

We are an equal opportunity employer and welcome applications from all qualified candidates regardless of their race, color, religion, national origin, sex, sexual orientation, age, disability, gender identity, marital or veteran status, or any other protected class.

Job Questions:

- How long have you played sports? How long have you coached?
- What coaching license(s) do you currently hold?
- Are you comfortable working outside for extended periods of time?
- Why do you want to coach for the High Performance Academy youth programs?
- How has sports impacted your life?