



## UPPER SCHOOL SPEECH & DEBATE COACH

**OUR MISSION:** Oregon Episcopal School prepares students for higher education and lifelong learning by inspiring intellectual, physical, social, emotional, artistic, and spiritual growth so that they may realize their power for good as citizens of local and world communities.

**ABOUT US:** Oregon Episcopal School occupies a wooded 59 acre campus where 880 students in Pre-K through 12th Grade share an excellent faculty, an inquiry based curriculum, and a strong sense of community. The School values employees who seek to continually develop the [OES Essential Competencies](#) in themselves and others and are prepared to engage in a vibrant, culturally diverse learning community.

**JOB SUMMARY:** The speech and debate coach supervises and supports the OES Speech and Debate Team, a competitive program that supports novice and varsity students in grades 9-12 competing in National Circuit and Oregon Circuit LD, Parli, and Policy debate and miscellaneous speech events. Experience with debate is ideal, and the successful candidate will be willing to commit time and effort to learn as the team grows and changes focus.

This is a seasonal, exempt position that is open only to current OES employees. It will require approximately 35 hours per month from September through June and may be paired with an OES faculty role or other exempt position. It reports directly to the Upper School division head.

### ESSENTIAL DUTIES:

- Run the Speech and Debate Activity, which meets once or twice weekly for 75 minute blocks. Teach foundational skills of argumentation and research. (Experienced students and team captains assist in running practice drills).
- Support high school students to learn, develop, hone, and eventually master the art of speech and debate.
- Support evening practices, which are run by assistant coaches, at the coach's discretion.
- Chaperone in-state tournaments one to two times per month from September through April.
- Arrange transportation and judging for tournaments. This involves coordinating the OES bus and parent volunteers. Parents are always happy to come judge to see their kids in action.
- Communicate with parents and students about tournament logistics.
- Coordinate with the Business Office to ensure accurate billing to families and budget management.
- Collaborate with the Upper School Office to ensure adequate supervision, coverage, and training.
- Support students seeking admission to summer debate camps and recruiting to collegiate debate programs.

### MINIMUM QUALIFICATIONS:

- Education and experience sufficient to coach or learn the skills necessary to coach a speech and debate team in competition
- Digital literacy, proficiency with Tabroom, Verbatim, and NSDA Campus as well as other web based and miscellaneous applications as appropriate

- Intercultural competency, ability to interact appropriately with individuals of all backgrounds and identities, ability to lead and encourage diverse groups of students
- Ability to maintain first aid and CPR certifications and license to drive OES vehicles
- Basic skills in adolescent conflict resolution
- Ability to pass a criminal background check and drug screen

**PREFERRED QUALIFICATIONS:**

- Substantial relevant education and experience in coaching speech and debate teams in competition
- Understanding of national circuit speech and debate

**KNOWLEDGE, SKILLS, AND ABILITIES:**

- A keen interest in and understanding of high school students' growth and development in competitive environments
- Confidence in the basic skills of competitive debate and a willingness to learn new coaching skills and niche interest areas as necessary.
- Excellent verbal and written communication skills
- Emotional intelligence, ability to connect with students as they develop their speech and debate skills, an appreciation of the creative process
- Interpersonal skills, ability to maintain positive relationships with students, families, and colleagues
- willingness to learn about and improve on coaching a competitive speech and debate program

**PHYSICAL REQUIREMENTS:**

- Ability to lift up to 20 lbs. on occasional basis
- Mobility sufficient to move about the campus and to navigate off-campus locations on Debate Team trips
- Ability to see, hear, and speak as to communicate clearly with students and coworkers

**COMPENSATION:** Varsity coaching stipend

**APPLICATION PROCESS:** Forward a resume and letter of interest addressed to Upper School Division Head Sarah Grenert-Funk to Front Office Administrative Assistant Stephen Pyle at [pyles@oes.edu](mailto:pyles@oes.edu). Open until filled.

Oregon Episcopal School does not discriminate in its hiring or employment practices on the basis of race, color, religion, gender (including gender identity or expression), disability, national or ethnic origin, age, sexual orientation, marital status, genetic information, or other legally protected characteristic or status.