

HORACE MANN SCHOOL
231 West 246th Street
Bronx, NY 10471
An Equal Opportunity Employer

Girls Varsity Softball Head Coach

Start Date: March 1, 2026

End Date: May 29, 2026

The Girls Varsity Softball Head Coach is responsible for overseeing all aspects of the high school varsity softball program. Reporting to the Director of Athletics, Health and Physical Education, this position requires a knowledgeable and experienced coach who is committed to athlete development, competitive excellence, and the holistic growth of student-athletes. The coach will foster a positive, disciplined, and inclusive team culture that emphasizes effort, accountability, sportsmanship, and academic achievement. The salary range for this position is \$6,000 to \$12,000.

Key Responsibilities

- Design and implement a comprehensive and progressive training program focused on skill development, team strategy, physical conditioning, and mental preparation.
- Lead and manage all practices, games, and team events, including preseason conditioning and postseason competition.
- Demonstrate a strong understanding of fastpitch mechanics and effectively teach related skills.
- Develop and execute game strategies; conduct opponent scouting and film analysis to prepare the team for competition.
- Teach proper techniques in hitting, fielding, pitching, base running, and situational awareness.
- Emphasize academic accountability and support players in balancing athletics with academic responsibilities.
- Foster a strong and respectful team culture built on communication, discipline, and commitment.
- Maintain and manage all team equipment, uniforms, and inventory.
- Prioritize athlete safety, including appropriate injury response and coordination with the athletic trainer.
- Communicate effectively with athletes, families, school personnel, and the athletic department.
- Mentor and oversee assistant and JV coaches to ensure consistency and alignment across the program.

Required Qualifications

- Prior head coaching experience at the varsity, collegiate, or competitive travel level.
- Strong knowledge of fastpitch softball fundamentals, advanced strategies, and player development.
- Demonstrated ability to lead a competitive program with integrity, effort, and sportsmanship.
- Excellent leadership, communication, and organizational skills.
- Current CPR/AED and First Aid certification (or ability to obtain prior to start date).
- Ability to serve as a positive role model and uphold the values and expectations of the school and athletic department.

Preferred Qualifications

- Collegiate-level playing and/or coaching experience.
- Experience mentoring assistant coaches and developing a feeder or developmental program.
- Understanding of strength and conditioning principles specific to softball performance.
- Familiarity with NCAA recruiting guidelines and player development pathways.

Horace Mann School is a coeducational, college preparatory independent day school for students from Nursery through grade 12. The School seeks to stretch the imagination, intellect and insight of its students while developing the moral characteristics that impart identity and purpose. We recognize as our core values: the Life of the Mind, Mature Behavior, Mutual Respect, a Secure and Healthful Environment, and a Balance between Individual Achievement and a Caring Community. These core values guide our decision-making and govern the implementation of our curriculum and programs across all divisions of Horace Mann School. In addition to its campuses in Manhattan and the Bronx, NY, the School also owns and maintains the John Dorr Nature Laboratory, a comprehensive outdoor education facility on 320 largely wooded acres in Washington, CT. One of the nation's 10 largest independent day schools, as of September, 2025, the School enrolls 1,823 students from 149 zip codes, primarily representing Manhattan, The Bronx, New Jersey, Westchester and Connecticut. For 2025-26, 87% of students N-12 reported optional race and/or ethnicity information. Of that group, 60% identify as students of color, 38% identify as White non-Hispanic/Latine, and 2% identify as international. Just over 49% of our students identify as girls, 50% of our students identify as boys and a third group expresses a different gender identity. Approximately 17% of our current students receive Financial Aid to attend Horace Mann. Thirty-seven percent of School administrators, teachers, and staff members identified as race other than white and/or as Hispanic/Latine. Over the past five years, the School has recorded a 97% annual retention rate for students and a 92% retention rate for all employees. The school's most recent \$125 million bricks and mortar campaign has provided the Middle and Upper Divisions with newly constructed and renovated state of the art science and physical education facilities.

The Upper Division at Horace Mann School provides a demanding academic experience for more than 700 highly motivated, hard-working students. Combining rigorous courses in STEM fields with ambitious courses in the Humanities and Arts, the Upper Division curriculum allows students to build essential critical thinking skills, to delve deep into their areas of interest, and to become independent thinkers. Students and faculty take pleasure in intellectual pursuit and the understanding of their connections to the world around them. Through the school's extensive extracurricular programs, students work with faculty members to pursue their passion for service and social justice. The Upper Division is characterized by the purpose, energy, curiosity, and empathy of its students and faculty.

Interested candidates should submit a detailed resume and cover letter to: employment@horacemann.org