

**Position: Indoor Volleyball Associate Head Coach (Coaching Assistant-12 month)**

**Type:** Full-time, Temporary

**Academic Year:** 2025/2026

**Available:** January 2026

**Application Deadline:** Accepting applications now. The position will remain open until filled.

**Position:** The Athletics Department at California State University, Bakersfield, a NCAA Division I institution, invites applications for an Indoor Volleyball Associate Head Coach. This is a non-tenured position.

As part of the National Collegiate Athletic Association (NCAA), the Associate Head Coach will play a vital role in supporting the head coach in all aspects of team management, player development, game strategy, recruiting efforts and program administration. This position offers a unique opportunity to contribute to the growth and success of our program while fostering a positive and competitive team culture.

### Knowledge, Skills, and Abilities

- Knowledge of NCAA Rules - This position shall have a strong working knowledge and understanding of all NCAA rules and regulations regarding compliance issues.
- Sport Experience - Extensive knowledge of individual and team skills with the ability to teach these skills.
- Recruiting - The ability to evaluate and compare athletic talent for potential growth and development of student-athletes. Maintain correspondence with a large number of prospects: e-mail, letters, and phone.
- Academic Monitoring - The ability to establish and monitor an academic system that ensures academic success for the student-athlete.
- Travel - The ability to plan, organize and execute travel arrangements.
- Computer Skills - This position is expected to have computer literacy.
- Communication Skills - This position is expected to have a high level of communication skills with student-athletes, prospective student-athletes, their coaches, counselors, parents, and boosters in the community.
- Fundraising - The ability to develop the sports community in the areas of support and fundraising.
- Upon hire a NCAA Coaches Certification and 15 passenger van driving certification is required

### Major Job Duties

- Ensure the effective teaching and instruction of all specific technical skill areas to student-athletes.
- Develop team and individual strategies to have the greatest chance of winning within the sport, through on-court/field teaching and video instruction.
- Design instructional programs for the team and individual student athletes and instruct student-athletes on how to implement a game plan as determined for each competition.
- Provide strategic leadership and oversight of all recruiting communications, evaluation systems, and operational processes.
- Travel to events and evaluate potential student-athlete talent, correspond with all prospects via email, phone, face to face conversations, etc.
- Design, implement, and evaluate comprehensive recruiting strategies, ensuring data-driven decision-making and alignment with the program's competitive goals; regularly communicate insights to the coaching staff.
- Coordinate high-level recruiting meetings and engagements with prospective student-athletes and key stakeholders.
- Oversee the administration, integration, and optimization of technology platforms, including VolleyMetrics and VolleyStation for student-athlete development
- Direct and manage practice players, team managers, and related support personnel to ensure efficient and effective program operations.
- Serve as a senior resource to assistant coaches, providing guidance, mentorship, and operational support across recruiting, practice planning, and team development initiatives.
- Complete all necessary Compliance and Institutional documentation as required.
- Recruit student-athletes who meet University academic and athletic standards.
- Responsible for overall performance of athletes' academic progress by working closely with the academic support staff.
- Work with the NCAA Compliance Office to make sure programs and student-athletes are complying with all rules and regulations regarding compliance issues.
- Responsible for successfully managing an annual budget including all necessary fiscal planning.
- Promote the program to the public including media, donors, the University community, and the general public to increase visibility and revenues for the program.

**Minimum Qualifications:** Bachelor's Degree, from an accredited institution of higher education or TWO (2) or more years of work experience coaching, NCAA Division I experience is preferred. A successful record of recruiting NCAA Division I student-athletes is preferred. This position, along with all coaches and staff, is responsible for the integrity of our intercollegiate athletics program and for the reputation of our university. Candidate must possess excellent organizational, communication and interpersonal skills to interact with a large variety of constituents.

**Compensation:** CSU Classification Full-Time Salary: \$6,288 - \$7,658. Actual salary is commensurate with education and experience.

**Application:** Please submit a letter of application, resume, and a list of three references. Position will remain open until filled.

**Apply to:** Andrew Dickenson  
Assoc. AD for Academic Services  
California State University, Bakersfield  
9001 Stockdale Highway, 8 Gym  
Bakersfield, CA 93311  
Or via e-mail: [adickenson@csub.edu](mailto:adickenson@csub.edu)

**Background Check:** A background check (including a criminal records check) must be satisfactorily completed. Offers of employment are conditional and may be rescinded if the background check reveals disqualifying information, and/or it is discovered that the candidate knowingly withheld or falsified information. Failure to satisfactorily complete the background check may affect the continued employment of a current CSU employee who was conditionally offered the position.

**Authorization to Work:** Employment is contingent upon US residence and proof of eligibility to work in the United States.

**Out of State Employment:** Per CSU-wide policy, all faculty who will begin initial employment (or return from a 12-month break in service) on or after January 1, 2022, are required to perform their work from within the State of California. Faculty assignments include in-person duties that must be performed in-person at the assigned location.

**Mandated Reporter:** The person holding this position is considered a "mandated reporter" under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment. The person will also have a duty to report to the Campus Title IX Officer information pertaining to discrimination, harassment, sexual misconduct or exploitation, dating or domestic violence, stalking, and retaliation under the CSU Interim Nondiscrimination Policy.

**Clery Act:** CSUB's annual crime report includes statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus centers, such as our Antelope Valley Satellite Campus and on property within, or immediately adjacent to and accessible from CSUB. The report also includes policies concerning security on campus, such as alcohol and drug use, crime prevention, reporting crimes, sexual assault, and other subjects. Additionally, a daily log of offenses is maintained and can be reviewed at the front desk of the Department of Public Safety. You can obtain a copy of the annual report by contacting the Department of Public Safety/University Police at (661) 654-2111 or by logging on to their website at: <https://www.csub.edu/compliance/Clery>.

**EEO Statement:** All university programs and activities are open and available to all regardless of race, sex, color, ethnicity or national origin. Consistent with California law and federal civil rights laws, CSUB provides equal opportunity in education and employment without unlawful discrimination or preferential treatment based on race, sex, color, ethnicity, or national origin. Our commitment to equal opportunity means ensuring that every student and employee has access to the resources and support they need to thrive and succeed in a university environment and in their communities.

CSUB complies with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, the California Equity in Higher Education Act, California's Proposition 209 (Art. I, Section 31 of the California Constitution), other applicable state and federal anti-discrimination laws, and CSU's Nondiscrimination Policy. We prohibit discriminatory preferential treatment, segregation based on race or any other protected status, and all forms of discrimination, harassment, and retaliation in all university programs, policies, and practices

CSUB is a diverse community of individuals who represent many perspectives, beliefs and identities, committed to fostering an inclusive, respectful, and intellectually vibrant environment. We cultivate a culture of open dialogue, mutual respect, and belonging to support educational

excellence and student success. Through academic programs, student organizations and activities, faculty initiatives, and community partnerships, we encourage meaningful engagement with diverse perspectives. As a higher education institution, we are dedicated to advancing knowledge and empowering individuals to reach their full potential by prioritizing inclusive curriculum development, faculty and staff training, student mentorship, and comprehensive support programs. At CSUB, excellence is built on merit, talent, diversity, accessibility, and equal opportunity for all.

