



E-Sports Head Coach

Harrisburg School District – Job Description

JOB INFORMATION			
Job Title:	E-Sports Coach	Reports To:	Athletic Director
Employee Group:	Coach	Location:	High School
Certificated / Non-Certificated:	n/a	Department:	Athletics
Classification / Range:	Coach	Supervises Staff:	No
FLSA Status:	Stipend position	Shift/Schedule:	Supplemental
Work Year/Days:	Seasonal	New Position / Updated:	New
Prepared/Revised Date:	August 11, 2026	Board Approval / Resolution:	August 2026

JOB SUMMARY / POSITION PURPOSE

The Esports Club Advisor's purpose is to oversee all aspects of the esports program, including sponsored games, special events, leagues, and tournaments. The advisor will establish and maintain a schedule to ensure appropriate supervision for all practices and events, as well as manage game day preparations. The Esports Club Advisor will provide students with a "Hands-On" opportunity to learn the principles and techniques required for competitive gaming in a manner that supports the development of a positive school culture.

ESSENTIAL FUNCTIONS		
#	Essential Duties	% of Time
1	Organize, schedule, and supervise regular practices and competitive matches within district-approved time frames and facility use guidelines.	10%
2	Responsible for all equipment, supplies, and materials in cooperation with the athletic director.	5%
3	Monitor and enforce student eligibility requirements, including academic standing and code-of-conduct compliance, in coordination with the athletic director and school counselors.	5%
4	Instruct student-athletes in game strategy, teamwork, communication, and competitive skill development appropriate to the games/titles played.	15%
5	Supervise students during all practices, competitions, travel, and team-related events; maintain a safe environment consistent with district policy.	5%
6	Enforce rules regarding internet safety, appropriate online conduct, respectful communication, and adherence to game publisher and league codes of conduct.	5%
7	Maintain and care for district-owned gaming equipment, software licenses, and technology used by the team; report damage or needed repairs promptly.	5%
8	Coordinate logistics for home and away matches, including scheduling, transportation requests, and communication with opposing teams or league officials.	5%
9	Manage program budget items, equipment inventory, and any fundraising activities in accordance with district financial procedures.	5%
10	Attend coaches' meetings, trainings, and required district professional development sessions.	5%
11	Serves as a mandated reporter and promptly reports suspected child abuse, neglect, or student safety concerns in accordance with applicable laws, District policy, and administrative procedures.	5%
12	Performs other duties as assigned by the supervisor that are job-related and consistent with the classification of the position.	N/A



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SUPERVISORY RESPONSIBILITIES

Area	Details
Positions Supervised	n/a
Supervisory Authority	n/a
Committee / Team Participation	n/a

REQUIRED AND PREFERRED QUALIFICATIONS

The qualifications below represent the education, experience, knowledge, skills, abilities, licenses, certifications, and clearances required to satisfactorily perform the essential functions of the position. Required qualifications must be job-related and consistent with business necessity. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform these functions.

Requirement	Details	Required	Preferred
Education	High School Diploma, or equivalent	X	
Experience	At least one year experience working with youth programs	X	
Preferred Qualifications	Experience with esports team management platforms, streaming/broadcast tools, or league administration (e.g., PlayVS, high school esports leagues).		X
PA Child Abuse, PA State Police Criminal History, FBI Fingerprint Clearances	Must meet District, state, and federal requirements.	X	
Mandated Reporter Training	As required by Pennsylvania law and District procedure.	X	
Act 168 Disclosure Requirements	Must satisfy Pennsylvania Act 168 employment disclosure requirements.	X	
Act 24 Arrest/Conviction Reporting	Must comply with Pennsylvania Act 24 reporting requirements.	X	
Driver's License, if applicable	Some travel required	X	

KNOWLEDGE, SKILLS, AND ABILITIES

[Job-specific knowledge related to the position]

- Working knowledge of computer hardware, gaming consoles, networking, and troubleshooting basic technical issues.
- Strong communication, organizational, and classroom/team-management skills.
- Ability to supervise students responsibly and maintain appropriate professional boundaries.
- Successful completion of any coaching certification required by the Pennsylvania Interscholastic Athletic Association (PIAA) or district policy, if applicable to the program's competitive affiliation.
- Ability to work independently and exercise sound judgment
- Ability to work effectively with diverse individuals and communities



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LEGAL AND COMPLIANCE REQUIREMENTS

- Complies with Board policies, administrative regulations, District procedures, and applicable local, state, and federal laws, including the Pennsylvania Public School Code, as applicable to the position.
- Maintains confidentiality of student, family, employee, and District information in accordance with applicable laws, regulations, District procedures, FERPA, and other applicable data privacy requirements.
- Complies with applicable regulatory and compliance requirements, including Title IX, Section 504 of the Rehabilitation Act, IDEA, and related laws and regulations, as applicable to the position.
- Serves as a mandated reporter in accordance with Pennsylvania law and completes all required reporting obligations, training, certifications, continuing education requirements, and clearances within established timelines.
- Maintains professional conduct and ethical standards consistent with the expectations of public school employees.

PHYSICAL DEMANDS AND ADA CONSIDERATIONS

The physical demands described below are representative of those that must be met to successfully perform the essential functions of the position. Reasonable accommodations may be made to enable qualified individuals with disabilities to perform these functions in accordance with the Americans with Disabilities Act (ADA) and applicable law.

Physical Demand	Rarely (less than 5%)	Occasionally (5–33%)	Frequently (34–66%)	Constantly (67–100%)	Weight / Notes
Sitting			x		
Standing			x		
Walking			x		
Talking (in person, by phone, or in groups)			x		
Hearing (in person, by phone, or in groups)				x	
Vision (computer, near, distance, or peripheral)				x	
Driving Requirements		x			
Computer, Machine, or Tool Use				x	
Pushing/Pulling/Lifting		x			
Cognitive Demands / Concentration				x	
Emotional Regulation / Stress Management				x	

WORK ENVIRONMENT / PRIMARY WORK SETTING

- Practices and matches may occur before or after regular school hours, and occasionally on weekends, depending on league schedules.
- Work is performed primarily indoors in a computer lab, library, or dedicated esports facility.
- May require occasional travel to competition sites.
- Extended periods of screen time and standing/sitting while supervising student play.



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EQUAL EMPLOYMENT OPPORTUNITY AND NON-DISCRIMINATION

The Harrisburg School District is committed to equal employment opportunity and compliance with all applicable federal and state nondiscrimination laws, including the Pennsylvania Human Relations Act. The District prohibits discrimination and harassment based on race, color, religion, ancestry, national origin, age, sex, sexual orientation, gender identity or expression, pregnancy, disability, genetic information, veteran status, or any other legally protected classification.

This job description is not intended to be an exhaustive list of position duties or responsibilities. The District reserves the right to revise or assign additional job-related duties consistent with business necessity and applicable law. This job description does not constitute a contract of employment. Employment with the District is governed by applicable law, Board policy, and any applicable collective bargaining or individual employment agreement.

ACKNOWLEDGMENT AND REVIEW

This job description may be reviewed and updated periodically to reflect changes in the position, operational needs, legal requirements, or District expectations.

By signing below, I acknowledge that I have received and reviewed this job description and understand the essential functions and requirements of the position. My signature does not constitute a contract of employment.

Employee Printed Name:			
Employee Signature:		Date	

Supervisor/Administrator Printed Name:			
Supervisor/Administrator Signature:		Date	