Pacific Lutheran University
Head Football Coach

About the University

PLU is the small, private university where caring means more than kindness and consideration — it means a bold commitment to expanding well-being, opportunity, and justice. This commitment derives from our Lutheran heritage, and it defines our faculty and staff who work to create an environment where learners feel heard and valued. The students we nurture and inspire become the minds and hearts driving that future. The PLU experience allows their ambition to blossom into purpose, their skills to sharpen into tools, and their caring to become a transformative force.

The University is a member of NCAA Division III and the Northwest Conference (NWC). The NWC has established itself as one of the most competitive NCAA Division III conferences in the U.S. Comprised of nine private colleges and universities in Washington and Oregon, the NWC is competitive on a national level in a wide array of sports and recognized for its emphasis on academic excellence. Through its values, the NWC unites its member colleges and universities in the Pacific Northwest to empower student-athletes in their pursuit of academic and athletic excellence at the Division III level.

The Department of Athletics & Recreation encompasses 18 varsity sports and nearly 450 student-athletes while boasting over 288 conference championships, 11 team and 57 individual national championships. Within this culture of excellence, the football program has a strong history of success that includes four national championships a Gagliardi winner and a reputation of developing a multitude of caring leaders across campus and within various communities across the country.

The Position

The Head Football Coach will provide leadership, organization, and supervision for all aspects of the football program to ensure a highly competitive and successful program. PLU is a member of the Northwest Conference and a NCAA Division III institution. This is a full-time 12-month position that would include not-traditional work hours and reports to the Director of Athletics & Recreation.

Essential Functions and Responsibilities

- Provide leadership, organization, and supervision for all aspects of the football program to ensure a highly competitive and successful program, following all NCAA, NWC and university rules and regulations.
- Hire, train, and supervise coaching staff.
- Coach student-athletes by assessing and developing their skillset
- Maintain a high level of professionalism on and off of the field toward student athletes, other coaches, parents, administrators, and members of the community.
- Prepare and manage annually the football budget; follow purchasing and spending guidelines as set by the university and athletic department.
- Schedule all competitive events and complete all travel arrangements.
- Practice planning for both in-season and non-traditional season.
- Monitor the academic progress of student-athletes.
- Identify, attract, and matriculate outstanding student-athletes to the university.
- Develop positive public relations with all internal and external constituents.
- Engage in donor development and fundraising opportunities.
- Perform administrative and other responsibilities as assigned

Knowledge, Skills and Abilities

- Clear understanding and knowledge of the sport of football and ability to develop a competitive program.
- Knowledge of and commitment to diversity, equity, and inclusion.
- Excellent organizational, planning, supervisory and problem-solving skills.
- Excellent written and oral communication skills.
- Strong recruiting and coaching skills.
- Ability to collaborate and communicate with a wide variety of students, parents, alumni, faculty, departmental staff, administration and the general public.
- Ability to build and maintain positive relationships with student-athletes and athletics alumni.
- Clear understanding of and commitment to the NCAA Division III philosophy and the role of athletics with a private, liberal arts university.

Required Qualifications

- Bachelor's degree.
- Minimum of 5 years coaching experience in football at the high school college and/or professional level.
- CPR/First Aid certification required and may be obtained on the job.
- Valid Driver's License (Must have had a valid driver's license for at least 2 years).
- Finalist candidates must satisfactorily complete pre-employment background checks, including a driving abstract check, and pass PLU's internal Driver's Certification Training.

Preferred Qualifications

- Master's degree.
- Intercollegiate coaching and recruiting experience in NCAA Division III.
- Experience with industry software (i.e. Hudl, Teamworks/Arms, Slate, Google & Microsoft, etc.).
- Consideration given to professional memberships and committee work.

Compensation

- Salary Range: $90,000-$110,000
- Full access to benefits can be found on: www.plu.edu/human-resources/benefits
- Relocation expenses will be considered

Application Process

Pacific Lutheran University invites applications, letters of nomination, or expressions of interest for the position of Head Football Coach to be submitted to the search firm assisting the University. Confidential review of materials will begin immediately and continue until the appointment is made. For full consideration, application materials should be submitted at Parker Executive Search's **website** by December 14, 2026. For additional information, please contact:

Daniel Parker, Vice President and Managing Director
Grant Higgison, Principal
Wade Jones, Executive Recruiting Coordinator
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770-804-1996 ext. 118 | 770-804-1996 ext. 135

PLU is an equal opportunity employer and welcomes applications from members of historically underrepresented and minoritized groups, women, veterans, persons with disabilities, and others who would bring broadly diverse perspectives, experiences, and backgrounds in educational, research or other work activities.

*For general application questions or if you need accommodations at any point in the application and/or interview process, please contact the Human Resources Office at 253-535-7185 or **humr@plu.edu**.*