



Lead Coach

Overview

First Tee – Sandhills is a youth development organization that enables kids to build the strength of character that empowers them through a lifetime of new challenges. By seamlessly integrating the game of golf with a life skills curriculum, we create active learning experiences that build inner strength, self – confidence, and resilience that kids can carry to everything they do.

Position Summary

The First Tee Lead Coach is responsible for teaching First Tee's Life Skills curriculum to youth participants ages 5 – 15. The First Tee Coach works with FTS Staff and volunteer coaches to lead programs of up to 24 participants. Activities are taught in a fun and interactive way, using a combination of both traditional golf and non-traditional methods.

The First Tee Coach will be responsible for coaching and mentoring young people to become responsible citizens and active golfers through the delivery of life skills and golf instruction via weekly programs. Class locations are primarily at golf courses within Cumberland, Hoke and Moore County, with the occasional community outreach opportunity in Harnett and Lee counties. Previous experience with youth ages 5-15 in a group setting is preferred, and ability to demonstrate patience with new golfers is a must!

Requirements

- High School Diploma
- Experience in youth development, athletics, extra-curricular activities, or related field
- Knowledge of the game of golf, rules, and etiquette
- Successfully pass a criminal background check
- Possess a valid Driver's License / reliable personal transportation
- Lift up to 25lbs and work in variable outdoor weather conditions for up to four hours at a time
- Prompt mobile communication with FTS Staff
- Ability to manage a group of 20+ youth and multiple volunteer assistant coaches

Responsibilities

In addition to the areas highlighted in the overall job summary, the First Tee Coach will perform duties such as:

Coaching

- Become proficient in the delivery of First Tee curriculum; at a minimum, attend Level 1 Coach Training scheduled for Wednesday, August 19, 2026 from 9am – 4pm
- Provide a high-quality and engaging learning experience for all participants
- Promote First Tee's mission by modeling the character behaviors
- Lead and supervise teaching youth basic golf skills and First Tee's Life Program curriculum by providing a fun and safe environment during weekly programs geared to participants ages 5 to 15 at green grass and youth serving facilities
- During fall and spring programs, must be able to coach one (1) class per week for 8 weeks, predominantly between the hours of 4:00pm – 7:00pm
- During summer programs, must be able to coach one (1) camp week which runs Mon – Fri from 8am – 12noon
- Allocate sufficient time for program set up, participant check in, post class team wrap up and clean up
- Start and end scheduled programs on time; Maintain consistent and regular attendance
- Positively convey the Chapter's brand image to the public
- Maintain and organize all equipment and storage areas
- Ensure that classes are set up according to lesson plan
- Conduct Good, Better, How reviews at the end of each class with volunteer team and provide follow up notes to FTS Program Development Team

Customer Relations

- Maintain a professional attitude towards FTS Staff, volunteers, facility personnel, participants and parents
- Show initiative and work efficiently with coaches, volunteers, parents and facility personnel at program locations
- Participate regularly in coach meetings, trainings, and special events provided by the chapter
- Network with other chapter colleagues and exchange best practice ideas
- Maintain continuing education for certification

FTS Coach Perks

- Paid per class coached
- Business travel mileage reimbursement
- Cell phone stipend
- Staff clothing
- Continued education and training

How to Apply

Applications must be submitted in .pdf format. To be considered, they must include the following:

- Cover Letter
- Resume
- Two (2) references with a direct tie to experiences on your resume from the last two (2) years. References may not be family members. Please include the following for each reference: Full Name, resume experience of association, best phone number, and email address.

Contact Information

Courtney Stiles, Executive Director
Email – cstiles@firstteesandhills.org
910.255.3035

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel. The incumbent must have the abilities or aptitudes to perform each essential function with or without reasonable accommodation. FTS is a dynamic work environment where positions evolve and change. Therefore, FTS reserves the right to modify, delete, or add job duties, responsibilities, and skills that are stated in this job description at any time.