



Position

LEAD COACH, First Tee — Northern Michigan

First Tee Overview

First Tee — Northern Michigan creates experiences that build character to empower kids through a lifetime of new challenges and continuous personal growth. By seamlessly integrating the game of golf with a life skills curriculum, First Tee — Northern Michigan creates active learning experiences that build inner strength, self-confidence and resilience that kids can use in everything they do.

Created in 1997 by the PGA TOUR, First Tee has been using golf to provide unique growth opportunities and learning experiences to all kids, no matter their background. Our chapter implements game changing programs with trained coaches in multiple environments such as golf courses, schools and indoor learning centers.

Job Summary and Details

The LEAD COACH is responsible for leading by example and assisting in the training of all coaches in our chapter to guide and coach young people to become more confident, capable and resilient versions of themselves on and off the course. The Lead Coach will report to and assist Program Director.

Character

- Demonstrates outstanding character consistent with that of a mentor
- Lives out First Tee values and put First Tee life skills into practice in your own life
- Maintains a professional and welcoming attitude towards co-workers, volunteers, participants and parents
- Completes all background check and child safety training requirements
- Always ensures the physical, emotional and social safety of participants
- Adheres to the standards of the First Tee Code of Conduct and First Tee — Northern Michigan's employee and volunteer handbook.
- Charismatic, personable, and motivational in working with youth and adults.
- Makes First Tee classes and the game of golf fun for every participant

Program Duties and Responsibilities

- Must become active in the First Tee Coach Program and aspire to become a recognized First Tee Coach (Level 3 or higher)

- Commits to continuous learning and attends all required local and national coach training events
- Enthusiastically embraces First Tee's coaching and youth development philosophy
- Becomes proficient in the creation and delivery of all First Tee program content
- Begins and ends scheduled lessons on time
- Arrives for classes early and directs the setup amongst coaches and volunteers
- Assists in Scheduling Coaches and Volunteers as necessary
- Treats home and partner facilities with respect by properly directing the clean-up and care for equipment and grounds
- Serves as a positive example and mentor for other coaches/volunteers
- Creates and distributes high-quality program lesson plans
- Conduct inventory and quality checks for all equipment and informs the Program Director or Executive Director of equipment needs
- Maintains and organizes all equipment storage areas
- Keeps and reports accurate participant attendance records
- When necessary, serves as a chapter contact for volunteers, students, and parents
- Networks with other chapter colleagues and exchange best practice ideas

Experience & Qualifications

- Deep commitment to the mission of First Tee — Northern Michigan, which includes:
 - Passion for youth development
 - Demonstrating a willingness to embrace the game of golf and the opportunities it provides all young people.
- Prior experience with sports and coaching
- Golf instruction credentials (LPGA and PGA) can be a plus
- First Tee Coaching Experience and Certifications can be a plus

To Apply

Please submit a cover letter detailing your experience related to the Responsibilities & Qualifications, along with your resume to

<mailto:kmckinley@thefirstteenorthernmichigan.org>

Closing date for this position is **10/09/26**. First Tee — Northern Michigan has the right to accelerate or extend the closing date of this position at any time.

Salary Range and Job Type

- \$42,000 - \$47,000 commensurate with Experience, Qualifications and Certifications
- Full Time/Year-Round Position starting in mid-October 2026 unless otherwise agreed upon.