

USA ARCHERY



POSITION TITLE: Paralympic Head Coach

REPORTS TO: High Performance Director

SUMMARY:

The Paralympic Head Coach is responsible for leading USA Archery's Para USAT, high performance camps, key domestic and international competitions, and the continued development of the Para High Performance Pipeline. The Paralympic Head Coach will create an athlete-centered, high performance environment that fosters trust, accountability, inclusion, and excellence while preparing athletes to achieve sustained international podium success. This position serves as the technical leader of the Para High Performance Program while maintaining the highest standards of professionalism, integrity, fairness, and transparent communication.

General Duties

Athlete Performance and Coaching

- Serve as the Head Coach for all Para High Performance camps, international camps and competitions, and designated Para USA Archery events.
- Conduct comprehensive athlete performance assessments and develop individualized annual performance plans in collaboration with each athlete and, when appropriate, their personal coach.
- Provide individualized technical coaching and performance support that reflects each athlete's classification, adaptive equipment needs, training history, and competitive goals.
- Maintain regular communication with athletes throughout the year to provide guidance, monitor progress, and support long-term athlete development beyond competition events.
- Develop athletes for success at the highest levels of international competition through evidence-based coaching, technical expertise, and performance planning.

Leadership and Team Culture

- Foster a positive, inclusive, and accountable high performance culture where athletes feel respected, valued, and challenged to reach their potential.
- Build trust by developing meaningful professional relationships with athletes while maintaining appropriate professional boundaries and treating all athletes fairly and consistently.
- Establish clear expectations for athlete performance, conduct, communication and team standards.
- Demonstrate integrity, professionalism, and transparency in coaching decisions, athlete feedback, and team selection processes.
- Make objective, athlete-centered decisions that prioritize the long-term success of the Para High Performance Program.

Program Development and Para Elite Athlete Pipeline

- Coordinate with USA Archery staff to strengthen and expand the Para High Performance Pipeline through athlete recruitment, talent identification, developmental initiatives, and training camps.
- Collaborate with personal coaches to support athlete development and encourage alignment between home training programs and national team objectives.
- Support the education and development of Para coaches throughout the United States to increase coaching capacity and athlete opportunities.
- Assist in the development and review of annual High Performance plans, funding requests, selection procedures, and program objectives.

High Performance Collaboration

- Collaborate with USA Archery High Performance staff and sport science providers, including rehabilitation, sports medicine, sports psychology, nutrition, and strength and conditioning, to maximize athlete performance.
- Ensure athletes receive coordinated support before, during, and after training camps and competitions.
- Develop systems and best practices for competition preparation, ITS staff management, adaptive equipment readiness, and performance support.

Communication and Administration

- Maintain timely, honest, and effective communication with athletes, personal coaches, USA Archery staff, and key stakeholders.
- Attend Para Athlete Advisory Council (AAC) meetings and other assigned committee meetings.
- Serve on the Para International Team Selection Committee
- Respond to general inquiries related to the Para High Performance Program.
- Adhere to all USA Archery policies, SafeSport requirements, and the USA Archery High Performance Ethos.

TOOLS/EQUIPMENT:

- Standard Office Equipment
- Standard Archery Tools for Equipment Tuning

CONDITIONS:

- Contract position with remote work option
- Extensive domestic and international travel required
- Evening and weekend work required during camps and competitions

QUALIFICATIONS AND EXPERIENCE

Required

- Demonstrated experience coaching high performance archers with strong technical coaching knowledge
- Experience coaching athletes at elite national and/or international competition
- Experience working with Para athletes and an understanding of the unique performance, equipment, and support needs within para sport
- Strong knowledge of recurve and compound technique, equipment setup, and tuning
- Knowledge of World Archery rules, Para classification systems, and international competition procedures
- Exceptional communication and interpersonal skills with the ability to build trust across a diverse athlete population
- Demonstrated ability to develop individualized athlete performance plans
- Proven leadership skills with a commitment to integrity, professionalism, fairness, and athlete-centered decision making
- Ability to collaborate effectively with multidisciplinary performance staff and athletes' personal coaches

Preferred

- Bachelor's degree or equivalent professional experience
- USA Archery Level 4-NTS Coach certification or higher
- Compound and recurve coaching experience and equipment tuning knowledge
- International coaching experience at World Championships, Paralympic Games, or comparable elite events

Please send resume and cover letter to: careers@usarchery.org

Deadline: October 15, 2026

Position Type: Contractual

Start Date: January 2027

Compensation Range: \$40,000 + paid travel expenses as determined by USA Archery

Benefits: N/A

We do not discriminate on the basis of race, religion, national origin, gender, sexual orientation, age, handicap, or veteran status. All qualified applicants will be given equal opportunity. Selection decisions are based on job-related factors