



Position Description

Contract Softball Skills Coach (Independent Contractor – 1099)

Organization

Patriots Performance Training Center (PPTC)

Position Type

Independent Contractor (1099)

This position does **not** constitute employment.

Role Purpose

The Contract Softball Skills Coach provides high-quality, age-appropriate softball instruction to youth and adolescent athletes participating in Patriots Performance Training Center programs. Coaches are engaged for their softball-specific expertise and deliver instruction aligned with PPTC training standards, safety expectations, and long-term athlete development principles.

Scope of Services

Contract Softball Skills Coaches may be engaged to deliver one or more of the following services, based on qualifications and program needs:

- Softball skill instruction (e.g., hitting, throwing, fielding, base running)
- Position-specific training (e.g., infield, outfield, catching; pitching only if qualified and approved)
- Small-group or individual softball instruction
- Team-based skill sessions or supplemental training



- Camps, clinics, or seasonal softball programs
- Special events or targeted skill-development sessions

The specific scope, frequency, and duration of services will be defined in a separate **Independent Contractor Agreement** or written engagement addendum.

Key Responsibilities

- Plan and deliver safe, effective, and developmentally appropriate softball training sessions
- Demonstrate proper softball techniques, drills, and progressions consistent with PPTC standards
- Emphasize fundamentals, skill progression, and age-appropriate instruction
- Maintain a positive, professional, and athlete-centered training environment
- Enforce facility rules, safety protocols, and athlete conduct expectations
- Communicate professionally with athletes, parents/guardians, and PPTC leadership as needed
- Promptly report safety concerns, injuries, or incidents
- Protect confidential athlete and organizational information
- Represent the Patriots brand in a manner consistent with organizational values and conduct standards

Required Qualifications

- Demonstrated experience coaching or instructing youth or adolescent softball players
- Strong knowledge of softball fundamentals and skill development
- Understanding of age-appropriate athlete development principles



- Ability to manage individuals and small groups safely and effectively
- Strong communication and interpersonal skills
- Ability to maintain appropriate professional boundaries with athletes and families
- Legal authorization to work in the United States

Preferred Qualifications (Role-Dependent)

- Competitive playing or coaching experience in softball
- Position-specific expertise (e.g., hitting, catching, pitching mechanics)
- Prior experience conducting small-group or individual skill instruction
- Relevant certifications (e.g., CPR/First Aid, softball or coaching credentials)
- Experience working in training facilities, academies, or organized softball programs

Independent Contractor Status

Contract Softball Skills Coaches:

- Operate as independent contractors and control how services are performed
- Provide their own coaching expertise, instruction methods, and professional judgment
- Are responsible for all applicable taxes, insurance, and business expenses
- Are not eligible for employee wages, benefits, or guaranteed hours
- May provide services to other organizations, subject to conflict-of-interest standards

Compliance & Safeguarding Requirements

All Contract Softball Skills Coaches must:



- Successfully complete required background checks
- Maintain current CPR/First Aid certification (if applicable to the role)
- Comply with PPTC safeguarding, supervision, and youth-protection policies
- Adhere to all applicable laws, regulations, and facility rules

Physical & Environmental Requirements

- Ability to demonstrate softball skills, movements, and drills
- Ability to stand, move, throw, and instruct in an indoor training environment
- Ability to lift, move, and set up softball training equipment as needed

Engagement & Scheduling

- Coaching engagements are scheduled by mutual agreement
- No minimum hours or guaranteed volume of work
- Sessions may include evenings, weekends, or seasonal peak periods

Agreement Acknowledgment

Engagement in this role is contingent upon execution of an **Independent Contractor Agreement**, completion of required compliance documentation (including IRS Form W-9), and approval by Patriots Performance Training Center leadership.