First Tee – Phoenix
Contract Coach Description

Engagement Type: Independent contractor / seasonal program services
Location: Golf Course Program sites throughout Maricopa County, Arizona

Chapter Overview
First Tee – Phoenix, founded in 2003, 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 – Phoenix creates active learning experiences that build inner strength, self-confidence and resilience that kids can carry to everything they do. These character education programs are offered at golf courses, elementary schools, and youth centers in the community.

Mission Statement
To impact the lives of young people in Maricopa County by providing educational programs that build character, instill life-enhancing values and promote healthy choices though the game of golf.

Position Summary

First Tee – Phoenix engages Contract Coaches to provide golf instruction and life skills programming for youth ages 4–18. Contract Coaches support safe, positive, and engaging learning experiences using First Tee curriculum resources while maintaining appropriate independence in how they prepare for and deliver contracted coaching services.

Scope of Services

- Deliver assigned First Tee golf and life skills sessions in a safe, age-appropriate, and participant-centered manner.
- Prepare for each contracted session, including reviewing lesson objectives, setting up and breaking down activity areas, and adapting activities to participant needs.
- Model First Tee values and create an inclusive environment where participants can build confidence, character, and resilience.
- Communicate relevant program needs or concerns to First Tee – Phoenix staff before or after sessions, as appropriate.

- Report safety concerns or Safe Sport violations in a professional and expedient manner.
- Coordinate respectfully with golf course staff, families, participants, volunteers, and other Contract Coaches during program delivery.

Contractor Relationship

This is a contract services opportunity, not a W-2 employee position. Contract Coaches are engaged for specific program sessions or seasonal needs and are responsible for managing their own availability, preparation, taxes, insurance, transportation, and any business expenses unless otherwise agreed in writing. First Tee – Phoenix will identify program outcomes, curriculum expectations, safety standards, and assigned session needs, while Contract Coaches retain professional responsibility for how they deliver contracted services within those expectations.

Qualifications

- Familiarity with golf fundamentals and experience coaching, teaching, mentoring, or leading youth activities are preferred.
- A genuine enthusiasm for introducing golf and life skills to young people is required.
- Ability to create a safe, welcoming, and positive learning environment for children and teens.
- Reliable communication, punctuality, sound judgment, and professionalism at program sites.
- Safe Sport compliance (First Tee – Phoenix to arrange online module) and successful completion of a background check before providing services.
- Ability to complete First Tee onboarding coaching fundamentals module before providing services.
- Bilingual English/Spanish communication skills are a plus but not required.

Schedule and Compensation

Contracted coaching opportunities are typically seasonal, part-time, and based on program needs. Sessions may occur after school, in the evenings, on weekends, or during summer programming. Compensation is provided per class, with the pay rate determined based on experience, certification level, and assigned services.

How to Express Interest

Interested candidates may send a brief statement of interest to jobs@firstteephoenix.org.