



MONTCLAIR KIMBERLEY ACADEMY

Upper School Varsity Robotics Coach

Montclair Kimberley Academy (MKA), an innovative Jr-K–12, independent day school in northern New Jersey with a strong national reputation, Apple Distinguished School recognition, a celebrated 1:1 learning program, and a strong tradition of internal professional development, seeks a Head Varsity Robotics Team coach beginning in September 2026.

Position Overview:

MKA's strong Upper School Robotics Team empowers students to lead with curiosity and ingenuity. Competing in the FIRST Tech Challenge (FTC), team members gain technical experience in coding, mechanical construction, and CAD modeling. All 9th-12th grade students are welcome on the team, from experienced builders and coders to new-to-robotics students. We pride ourselves on fostering a collaborative culture where students are free to tinker, explore, and learn through iterative trial and error. The inclusive and supportive team environment is built upon FIRST's philosophy of "gracious professionalism", ensuring our students compete with intensity while maintaining a deep respect for their teammates and the broader robotics community.

This position reports to the Upper School Dean of Student Life and the Director of STEM+ Programming (9-12).

Key Responsibilities:

The primary role of the Varsity Robotics Coach is to foster an inclusive team culture, mentor students and develop leaders, and prepare the team to compete in the First Robotics meets. Peak competition season runs from November through March, but the team is expected to practice and remain active throughout the entire academic year, from September through the end of May.

Specific responsibilities include but are not limited to:

- Attend and run all team practices during peak competition times. During the peak season, practices are held Monday-Friday, 3:00pm-5:30pm, but there is some flexibility to accommodate the coach's schedule
- Develop a consistent weekly practice schedule for the off-season.
- Attend and oversee all weekend competitions (approximately 6 per year). These full-day events are held at various locations throughout the area.
- Hold additional weekend and holiday practices as needed.

- Meet with student captains on a weekly basis to plan practices, meets, and events. Weekly agendas should outline ways to actively include all members of the team in coding, building, and driving the robot.
- Meet with the Director of STEM+ Programming (9-12) on a regular basis to review progress and plan additional events.
- Work with the team and the Student Captains to establish a strong, inclusive, and collaborative team environment.
- Partner with the Director of STEM+ Programming (9–12) to set a clear vision for the team, keeping both institutional goals and student perspectives and needs at the forefront of the planning process.
- Coordinate logistics and transportation arrangements for team attendance at all FIRST Tech competitions.
- Order all team supplies and maintain an up-to-date budget spreadsheet, ensuring it is shared with and reviewed by the Director of STEM+ Programming (9–12).
- Collaborate effectively with additional coaches and other adult mentors, maintain a united front before the students, and uphold all MKA policies in their communications and interactions with students.

Qualifications:

- Experience working with a Robotics Team in an educational setting preferred
- Bachelor's degree required
- Teaching experience preferred
- Experience mentoring/coaching students is a plus

Applications:

Interested candidates should send a resume and cover letter to the Upper School Dean of Student Life, Kerry Verrone (kverrone@mka.org) and the Director of STEM+ Programming (9-12), Petra Sauer, PhD (psauer@mka.org). Finalists for this position will need to submit names and contacts of 3 professional references.

The salary for this position is \$15,000.

MKA is committed to promoting an inclusive and representative education that honors students' narratives, provides a safe environment to explore and discuss multiple perspectives, and helps transform students and faculty, school culture and curriculum, community, and society. We actively seek candidates who share our commitment to this process.

It is MKA's policy to provide equal employment opportunity to all qualified persons regardless of age, race, creed, color, national origin, ancestry, sex, gender identity, sexual orientation, socio-economic background, or disability not related to the requirements for being a successful employee at MKA.