



Posted: 03/17/2026

Salary Range: \$17,500.00 - \$25,000.00

Status: Exempt, Part-time (20 hours a week)

[The College of Idaho](#) is seeking a dynamic and student-centered **Part-Time Speech & Debate Coach** to lead our intercollegiate forensics program. This position is situated within the Student Affairs Division and plays a crucial role in promoting leadership development, a sense of belonging, civic engagement, and communication skills as essential elements of the co-curricular student experience. The coach will develop and maintain an inclusive, student-centered speech and debate program that fosters confidence, resilience, ethical reasoning, and civil discourse, while also supporting students' academic success and personal growth. Additionally, the coach will recruit, train, and mentor students to compete in regional and national tournaments, and work to create a vibrant campus culture centered around public speaking and dialogue.

The Coach is responsible for the comprehensive management of the speech and debate program, including coaching students in various formats such as **Policy, Parliamentary, and Lincoln-Douglas debate**, as well as individual speaking events. The primary duties will involve conducting regular practices, mentoring students for regional and national competitions, and managing program logistics such as tournament registrations, travel, and budgeting. Beyond the podium, you will collaborate with Admissions to recruit new talent and work across campus to promote civil discourse through showcases and community outreach. The ideal candidate will be a high-energy, goal-oriented professional with excellent organizational skills and the ability to juggle multiple priorities while maintaining a high standard of quality.

To be considered for this position, applicants must possess a **Bachelor's degree** and have a proven track record of competing in or coaching collegiate or high school speech and debate. Because the nature of competitive forensics involves travel and tournaments, you must be able to work non-traditional hours, including evenings and weekends, and possess a valid driver's license with an insurable driving record. Proficiency in Microsoft Office and exceptional interpersonal communication skills are required. **Preferred qualifications** include a Master's degree in a related field (such as Communication or Political Science), experience coaching at the collegiate level, and a demonstrated history of success in competitive forensics and student recruitment.

Candidates must be authorized to work in the United States as of the expected hire date and throughout the date of their employment without sponsorship from The College of Idaho.

The College offers competitive benefits, including tuition waiver for dependents, health insurance, a retirement plan with employer match, generous paid time off, free access to on-campus fitness centers, and free admission to campus events. Spouses, domestic partners, and dependents are eligible for benefits coverage.

A complete application will include a current résumé, a cover letter addressing qualifications for the position, and the names and contact information of three (3) references: two (2) from management and one (1) professional, sent to [careers@collegeofidaho.edu](mailto:careers@collegeofidaho.edu). Review of applications will begin immediately and continue until qualified candidates are selected. As we move through the application review process, additional information may be requested from qualified candidates.

With over 134 years of history, The College of Idaho is a regional and national leader in higher education. The College of Idaho is a [mission-driven community](#) of exceptional learning that challenges the ambitious and forges pathways to success and purpose.

The College of Idaho is proud to be an equal-opportunity employer. We are dedicated to attracting, retaining, and optimizing performance and academic excellence through an inclusive workforce. The College does not discriminate on the basis of sex, race, color, age, religion, disability, national and ethnic origin, veteran status, sexual orientation, gender identity, or any other basis protected by law.