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Esports Instructor

Position Title: **Esports Instructor (grant funded)**
Contract Term: **9-month Academic Year**
Accountable To: **V.P. of Academic Affairs**
Salary: **$64,011 (minimum)**

Summary of Position: The Esports Instructor provides high-quality instruction in Esports, digital media and related technology-driven disciplines that prepares students for teaching in these areas. This full-time instructor position is responsible for teaching a minimum of 12 to 15/16 credits per semester, curriculum development, assessment, advising, recruitment, retention, service, scholarship, and full course management in Canvas. Instruction prepares students for careers in esports management, broadcasting, content creation, digital media production, marketing and related fields through hands-on learning, applied projects, live production and experiential instruction.

In addition to instructional responsibilities, this position supports program development, operational coordination, student engagement and workforce-aligned education through strong industry, community and tribal partnerships.

The instructor fosters a learner-centered, respectful, and culturally relevant learning environment that supports Turtle Mountain College's mission and integrates the culture and values of the Turtle Mountain Band of Chippewa. This position aligns with workforce development priorities and emerging career pathways in esports, media and digital industries.

Key Responsibilities

Instruction, Curriculum, & Student Learning

- Teach courses in esports, digital media, broadcasting, streaming, game studies, content creation, social media, marketing and related areas, including pedagogy, methods, and curriculum design.
- Prepare and maintain syllabi, instructional materials, assessments, and accurate academic records using Canvas.
- Deliver instruction using applied, experiential, and project-based teaching methods, including live esports events, streaming productions, media projects and team-based collaboration.
- Integrate industry-standard tools and platforms such as streaming software, video and audio production tools, social media analytics, and esports management systems.
- Apply effective teaching strategies responsive to adult learners, culture, language, and community context consistent with tribal higher education principles.
- Coordinate and assess courses and program components to ensure instructional quality, relevance, and continuous improvement.
- Evaluate instructional technology, software, hardware, and facilities and recommend updates based on industry trends and instructional needs.
- Assist in the development of new courses, certificates, credentials, or program offerings aligned with workforce demand and student interest.
- Integrate ethical digital practices, Indigenous perspectives, and culturally relevant storytelling into esports and media instruction.
- Provide timely feedback, academic support, and intervention to support learning, retention, and successful program completion.

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Advising, Recruitment, & Retention

- Provide academic and career advising from student entry through program completion and licensure.
- Post and maintain regular office hours in accordance with institutional policy.
- Assist students with academic planning, course sequencing, licensure requirements, and career pathways in esports and media industries.
- Monitor student progress and implement proactive retention and student success strategies.
- Refer students to appropriate campus and community support services.
- Participate in recruitment activities, including outreach events, school visits, performances, and community engagement.
- Support student placement, licensure preparation, and employment in collaboration with education partners and placement offices.

Assessment & Student Learning Outcomes

- Develop, assess, and report student learning outcomes, including Indigenous Learning Outcomes (ILOs) and General Education Outcomes (GELOs).
- Evaluate student performance using multiple assessment methods such as lesson plans, performances, portfolios, observations, and reflective practice.
- Use assessment results to improve instruction, curriculum design, program effectiveness, and student support services.

Program, Service, & Institutional Responsibilities

- Support and help coordinate esports facilities, labs, studios, equipment, and events.
- Establish and maintain partnerships with esports organizations, media companies, content creators, broadcasters, and technology vendors.
- Participate in strategic planning, budgeting input, enrollment development, and operational decision-making related to esports and media programs.
- Organize, participate in, and document advisory board meetings in accordance with institutional requirements.
- Participate in program assessment, accreditation, recruitment, retention, and continuous improvement initiatives.
- Support and advise student esports teams, clubs, and media organizations.
- Engage in civic engagement, digital literacy, and community-based media initiatives.
- Participate in college events, committees, self-studies, and faculty governance.
- Maintain current knowledge of esports trends, media technologies, platform policies, and industry standards.
- Perform other duties as assigned.

Scholarship & Professional Development

- Engage in ongoing professional development to remain current in esports, digital media, broadcasting and instructional practices.
- Contribute through curriculum innovation, performances, presentations, conferences, grant development, or scholarly and professional publications, as appropriate.
- Participate in professional organizations and faculty development initiatives.
- Serve as a mentor, adjudicator, clinician, or contributor to professional or scholarly work, as appropriate.

This institution is an equal opportunity provider.

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Minimum Qualifications:

- Bachelors degree in Business, Education or related field.
- Experience in esports, digital media production, broadcasting, streaming, content creation or related industries.
- Ability to teach adult learners using applied, hands-on and technology-enhanced instruction.
- Strong communication, organizational, leadership and interpersonal skills with a commitment to student success.
- Ability to collaborate effectively with colleagues, industry partners and community stakeholders.
- Ability to manage priorities, events and projects in dynamic learning environments.
- Ability to work flexible hours, including evenings or weekends, as required by esports events or productions.
- Commitment to the mission, culture and values of TMC and tribal higher education.

Preferred Qualifications:

- Experience coaching or managing esports teams or leagues.
- Industry certifications or platform specific credentials (e.g., broadcasting, production or digital marketing tools).
- Experience teaching in higher education, tribal colleges or community colleges.

Written: 2/26

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