



STRENGTH & CONDITIONING COACH

Classification: Strength & Conditioning (HS)

Location: Assigned School(s)

Reports to: Principal or Principal Designee

FLSA Status: Non-Exempt

Employee Group: ECEA

Part I: Position Summary

The Strength and Conditioning Coach is responsible for establishing and maintaining a strength and conditioning programs for all sports, and general programming for drop in students with the three major goals of improving athletic performance, reducing athletic injuries, and teaching lifelong fitness and movement skills. The Strength and Conditioning Coach devises training plans according to sound scientific principles, supervises training sessions, evaluates athletes, maintains athlete records, and teaches strength and conditioning classes, if applicable.

The Strength and Conditioning Coach meets regularly with sport coaches to determine what the athletes need to work on. If working with an injured athlete engaged in rehabilitation, the Strength and Conditioning Coach will consult with the sports medicine or athletic training staff. The Strength and Conditioning Coach is responsible for maintaining the strength and conditioning facility, and for establishing policies, plans, and procedures for the safe and professional operation of the facility.

Part II: Supervision and Controls over the Work

Works under the building Athletic Director and with the building Athletic Coordinator. Works in conjunction with other coaches in building and across the entire athletic department to successful and independently run a comprehensive program. Coaches are responsible for maintaining certifications required of their position.

Part III: Major Duties and Responsibilities

1. Designs and implements strength training and conditioning programs in-season, off-season, and pre-season for all school-sanctioned male and female athletic programs in a manner that reflects research-driven practices. Designs and implements strength and conditioning programs for drop in students in a manner that reflects research-driven practices.
2. Works in cooperation with the sports medicine of athletic staff in the rehabilitation and strengthening of injured athletes.
3. Facilitates a collaborative relationship among sport coaches, sports medicine, and the strength and conditioning staff.

4. Designs and implements policies and procedures for the strength and conditioning program in accordance with the NSCA Strength and Conditioning Professional Standards Guidelines.
5. Develops systems for tracking athlete attendance and athlete progress in conjunction with the sport coaches.
6. Conducts an annual needs-analysis for each sport team in conjunction with the sport coach and the athletic trainer at the conclusion of each sport season.
7. Annually conducts and reviews a departmental risk management plan.
8. Completes an annual budgetary proposal for the program that includes routine maintenance, purchase of new equipment, etc.
9. Determines and reinforces expectations for athlete conduct that mirror the school's expectations for curricular and extra-curricular activities, as stated in the school's Student Code of Conduct.

Part IV: Minimum Qualifications

1. Bachelors degree in Kinesiology or related field (experience/certification may replace education requirement).
2. A current relevant professional certification credentialed by an independent accreditation agency for example, the NSCA Certified Strength and Conditioning Specialist® (CSCS®) (CSCS. USAW. PES. IYCA. WITS. ACE. ATC and/or CPD) certification.
3. Current standard first aid, cardiopulmonary resuscitation (CPR), and automated external defibrillation (AED) certifications.
4. A strong working knowledge and teaching skills in analysis and techniques of strength training.
5. Experience and/or expertise in strength and conditioning programming for high school
6. Strong motivational abilities.
7. Evidence of ability to interact positively with student athletes, colleagues, and the public.
8. Evidence of strong organizational skills and effective oral and written communication skills.

9. Knowledge of current NSCA Strength and Conditioning Professional Standards and Guidelines.
10. Current standard first aid, cardiopulmonary resuscitation (CPR), and automated external defibrillation (AED) certifications.
11. Knowledge of universal hygiene precautions.

Part V: Physical and Environmental Requirements

Work is typically performed outdoors and/or in a gymnasium, work surfaces will vary from concrete to grass to hard wood floors. Requires stamina and endurance, physical exertion associated with demonstrating techniques, work outdoors in inclement weather; may be exposed to infectious diseases carried by students. Sitting, standing, lifting, and carrying (up to 50 pounds), reaching, squatting, climbing stairs, kneeling, and moving equipment/boxes up to 50 lbs. Required to safely operate strength training equipment, automated external defibrillator (AED), and sports aid equipment.