

Job Description for Strength and Conditioning Coach

General Job Description

The Strength and Conditioning Coach is responsible for establishing and maintaining a strength and conditioning program for all sports, with the three major goals of improving athletic performance, reducing athletic injuries, and teaching lifelong fitness and movement skills. The position of Strength and Conditioning Coach is responsible for providing programming and coaching that includes but not limited to motivation, education, and guidance on proper nutrition intake, conditioning, resistance training, mobility, and recovery to help athletes develop to the best of their ability. 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. 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.

Essential Duties and Responsibilities

1. Design and implement 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 and our country's Long-Term Athletic/Fitness Development Model.
2. Work in cooperation with the sports medicine or athletic training staff in the rehabilitation and strengthening of injured athletes.
3. Facilitate a collaborative relationship among sport coaches and sports medicine.
4. Design and implement policies and procedures for the strength and conditioning program in accordance with the NSCA Strength and Conditioning Professional Standards Guidelines.
5. Develop systems for tracking athlete attendance and athlete progress in conjunction with the sport coaches.
6. Conduct an annual needs-analysis for each sport team in conjunction with the sport coach and the team's athletic trainer at the conclusion of each sport season.
7. Annually conduct and review a departmental risk management plan.
8. Complete an annual budgetary proposal for the program that includes routine maintenance, purchase of new equipment, and staffing needs.
9. Oversight of strength and conditioning and physical education courses.
9. Determine and reinforce 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.
10. Conduct an annual evaluation of departmental staff, including the design of professional development activities.

Peripheral Duties and Responsibilities

1. Design and instruct curricular strength and conditioning classes, as needed.
2. Coordinate a co-curricular novice level program exposure for grades, 5 – 8, that serves as a strength and conditioning introduction reflecting research-driven practices and our country's Long-Term Athletic/Fitness Development Model.
3. Supervise and coordinate the strength and conditioning club, which serves as a school to careers exposure and offers a student liaison opportunity to the athlete population.
4. Other duties as assigned.

Qualifications

1. BS in Kinesiology, related field such as sports science, or athletic training.
2. A current relevant professional certification credentialed by an independent accreditation agency—for example, the NSCA Certified Strength and Conditioning Specialist® (CSCS®) 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 populations.
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.

Skills and Relevant Work Experience

As well as the listed educational requirements, strength and conditioning coaches will need to be genuinely passionate about exercise and have experience in creating exercise programs.

- **Written and verbal communication** skills are essential as strength and conditioning coaches will work closely with athletes, sport professionals, and health professionals. This means attending meetings regarding the athletes and keeping up-to-date documents that anyone can understand.
- **Leadership** skills are essential as strength and conditioning coaches will have to lead, encourage, and motivate sports teams.
- **Teamwork** skills are also key as strength and conditioning coaches will have to work closely with other professionals to produce the most effective training programs for each athlete and/or team.
- **Problem solving skills** as strength and conditioning coaches will have to design effective training programs that prevent injuries and rehabilitate if necessary.

Physical Requirements

Ability to demonstrate the appropriate skills and techniques to be used by the athletes. Ability to visually monitor athletes. Sitting, standing, lifting and carrying (up to 50 pounds), reaching, squatting, climbing stairs, kneeling, and moving equipment/boxes up to 50 lbs.

Safety and Health Requirements

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

Equipment/Materials Handled

Must know how to operate strength training equipment, automated external defibrillator (AED), and sports aid equipment.

Work Environment

Must be able to work within various degrees of noise, temperature, and air quality. Work surfaces will vary from concrete to grass to hard wood floors. Job responsibilities require both inside and outside assignments. Interruptions of work are routine. Flexibility and patience are required. Must be self-motivated and able to

complete job assignment without direct supervision. Evening and weekend work will be expected. May make site or home visits when needed and appropriate. Must be able to work under stressful conditions.

Hours

Strength and Conditioning Coach tend to work typical full time hours, which is 40+ hours per week. Must be flexible, early mornings and evenings.