

**CUMBERLAND REGIONAL SCHOOL DISTRICT****JOB DESCRIPTION****ATHLETICS STRENGTH AND CONDITIONING SPECIALIST****JOB GOAL**

Create and implement personalized strength and conditioning plans for in-season, off-season, and pre-season athletes based on sound scientific principles to improve the following areas: Muscular Endurance, Muscular Strength, Power, Speed, Agility, Anaerobic Capacity, Aerobic Capacity, Flexibility, Mobility, Balance, and Stability.

**QUALIFICATIONS**

1. All candidates must be certified as a Strength and Conditioning Specialist (CSCS) under the National Strength and Conditioning Association (NSCA) and Required Continuing Education to maintain certification.
2. Bachelor's Degree in one of the "scientific foundations" for strength and conditioning (H&PE, Exercise Science, Kinesiology, Exercise Physiology, or any other related field).
3. Must possess a NJ teacher or substitute teacher certificate.
4. Available to work during assigned hours.
5. Familiar with the care and treatment of student injuries.
6. Required criminal history background check and proof of U.S. citizenship or legal resident alien status.

**DUTIES/RESPONSIBILITIES**

1. Supervise athletes at all times.
2. Instruct students on safe and effective lifting, spotting, and stretching techniques to prevent injuries and maximize performance.
3. Create personalized strength and conditioning plans for in-season, off-season, and pre-season based on sound scientific principles and an athlete's specific fitness level.
4. Foster a safe and professional weight room environment, emphasizing proper form and progression over lifting heavy weight too soon.
5. Show respect (verbal, physical, psychological) for athletes.
6. Is innovative; uses new techniques backed by NSCA peer reviewed research, along with establish procedures.

**ESSENTIAL SKILLS/ABILITIES**

1. Knowledgeable in the following areas: Exercise Science and Technique/Program Design and Planning/Needs Analysis/Testing, Monitoring, and Evaluation/Facility Organization and Administration/Sport Psychology/Nutrition.
2. Strong communication and interpersonal skills with the ability to interact and work with others.
3. High integrity and ethical standards.
4. Meet schedules and timelines.
5. Must be able to lift, pull, push, or move up to 50 pounds at a time.
6. Must be able to walk, run, and kneel as required.
7. Must be able to traverse various athletic grounds and facilities.

**REPORTS TO**

Director of Athletics and through them to the building Principal/Superintendent.

**TERMS OF EMPLOYMENT**

Not to exceed four hours per week.

**EVALUATION**

Performance of the job will be evaluated by Director of Athletics or designee.

\*This job description is subject to change at any time.

---

APPROVED BY: **Cumberland Regional Board of Education**  
DATED: **October 23, 2025**