



JOB DESCRIPTION

Job Title	Strength and Conditioning Coach
Department	Athletics
Reports To	Athletic Director
Classification	Increment
Location	High School
Salary	On schedule
Length of Contract	12 Months

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees may be required to follow other job-related instructions and to perform other job-related duties as requested, subject to all applicable state and federal laws. Certain job functions described herein may be subject to possible modification in accordance with applicable state and federal laws.

Job Summary

The Strength and Conditioning Coach provides leadership in the area of athletic performance training which includes programming, motivation, organization, progress monitoring and evaluation of student athletes.

Essential Job Functions

- Design and maintain an overall strength and conditioning program that meets the needs of student athletes and other students interested in improving their physical well-being.
- Support coaches and athletes in developing strength and conditioning goals, along with monitoring progress on a regular basis.
- Work collaboratively with all head coaches to provide sport-specific training that meets the needs of all participants.
- Gather and analyze data at consistent intervals to adjust programming as needed.
- Consult with certified athletic training services to design and implement exercises, as needed, for the prevention and rehabilitation of injuries.
- Maintain and publish an accurate facility schedule in a manner which is appropriate and equitable for all users.
- Obtain and communicate student strength and conditioning baseline data with all stakeholders, including students, coaches, and parents.
- Maintain accurate records of student attendance during all sessions.
- Be cognizant of health needs that may impact specific participants in the strength and conditioning program.
- Utilize appropriate and effective techniques to motivate student athletes when utilizing the facility.
- Promote the strength and conditioning program and student athlete success through a variety of means to include; social media, newsletters, daily announcements, video boards, culminating events (Athletic Combine).
- Develop policies and procedures for weight room behaviors and expectations and provide proper use training to all users of the facility.

- Attend sporting event(s) for all athletic programs to show support of student-athletes and evaluate progress and/or areas of need related to the strength and conditioning program.
- Meet with the Athletic Director weekly to discuss progress of the strength and conditioning program.
- Maintain a safe, orderly facility and report any needs for maintenance, repair, or replacement of equipment.
- Act as a point of contact for parents who have questions regarding athlete outcomes, goal setting or concerns related to strength training.
- Attend preseason sports meetings and provide an overview of the strength program.
- Provide an annual update of strength program to high school booster organization.

Ancillary Job Functions

- Attends all District required trainings including Mandt, CPR, AED/First aid.
- Performs other related duties as assigned.

Required Qualifications – Required qualifications to effectively perform the job at the time of hire. An equivalent combination of education, training, and experience will be considered. Additional requirements and/or substitutions may be requested and require the approval of HR.

- Prior experience designing and implementing strength programming for high school students.
- Prior experience in coaching of high school athletes.
- Must possess or obtain First Aid, CPR and AED certifications.

Preferred Qualifications – Highly desired education, training, and/or experience that may be helpful in performing the job, if applicable.

- Bachelor of Science degree in Physical Education, Exercise Science or Kinesiology.
- Certified Strength and Conditioning Specialist through National High School Strength Coaches Association (NHSCA) or willingness to obtain.

Knowledge, Skills, and Abilities – May be representative, but not all-inclusive, of those commonly associated with this position.

- Ability to bring diverse cultural and ethnic perspectives to the school and District, and/or a commitment to serving as a mentor for traditionally underrepresented staff and students.
- Strong leadership skills.
- Ability to use a systemic cooperation approach in carrying out assignments while making effective use of resources.
- Ability to learn rapidly and adapt quickly to changing situations.
- Knowledge of continuous learning practices in the strength and conditioning fields.
- Experience with promoting high school athletes through social media and other marketing platforms.
- Demonstrated ability to build positive relationships with coaches, athletes, and families.
- Ability to make critical evaluations/suggestions for improving curriculum.
- Ability to collaborate effectively with staff, families, the community, and students/student groups.
- Ability to travel to multiple District and community sites in compliance with the District driving policy.

- Demonstrates an understanding and use of differentiation in educational practices to address the achievement gaps.
- Ability to serve as a positive role model for students, demonstrating responsible and thoughtful behavior.

Work Environment – Environmental or atmospheric conditions commonly associated with the performance of the functions of this job.

- Normal school, sports, and office conditions with moderate noise levels.

Physical Requirements – The physical demands described below are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Frequently required to work at a desk/computer for extended periods of time.
- Regularly required to talk and hear.
- Must be able to feel attributes of objects, grasp, push, stand/walk, reach, stoop/kneel/crouch, and climb/balance.
- Must have clarity of vision, three-dimensional vision, precise hand-eye coordination.
- May be required to lift up to 50 pounds.
- The employee shall remain free of any alcohol or illegal substance in the workplace in compliance with Policy 4122.01 throughout his/her employment in the District.