



JOB DESCRIPTION

Job Title	Strength and Conditioning Coach
Department	
Reports To	Athletic Director
Classification	
Location	North High School
Salary	
Length of Contract	

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 an overall strength and conditioning program that meets the needs of student athletes and other students interested in improved physical well-being.
- Work collaboratively with all head coaches to provide sport-specific training that meets the needs of all participants.
- 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 to include students, coaches, and parents.
- Keep an accurate record of student attendance during all sessions.
- Be cognizant of health needs that may impact specific participants in the strength and conditioning program.
- Support coaches and athletes in developing strength and conditioning goals along with monitoring progress on a regular basis.
- Gather and analyze data at consistent intervals to adjust programming as needed.
- Utilize appropriate and effective techniques to motivate student athletes when utilizing the facility.
- Promote the strength 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

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.

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.
- Evidence of continuous learning in the strength training profession.
- Prior experience designing and implementing strength programming for high school students.
- Evidence of successful coaching background of high school athletes.
- Effective communication skills.
- Experience with promoting high school athletes through social media and other platforms.
- Demonstrated ability to build positive relationships with coaches, athletes, and families.
- Current CPR and AED certifications.

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

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

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.

Hours and Expectations

- Yearlong assignment.
- Student contact time: minimum of 15 hours/week during the school year. 20- 24 hours/week summer.

- Hours flexible, but generally from 3:00 pm - 5:30 pm weekdays.
- Workdays to follow the WIAA sports season calendars and the needs of specific sport practices. Summer schedule to follow summer school calendar as well as sport program contact days.
- Planning hours of 15-20 prior to each sport season (3 times per year).
- Program evaluation and data analysis 2-3 hours weekly.
- Facility scheduling, social media promotion, parent communication and coaches meeting 2-3 hours weekly.