



**Job Description:** PE Teacher & Strength and Conditioning Coach

**Part/Full-time:** Full-time, year-round position      **Department:** Athletics

**Reports To:** Athletic Director      **FLSA Classification:** Exempt

**Brief 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 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 as needed. The Strength and Conditioning Coach meets regularly with sports 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.

**Knowledge, Skills, Abilities, Worker Characteristics, and Qualifications**

- BS in Kinesiology or related field.
- Minimum of three years of experience in education
- Experience in classical Christian schools or other independent schools
- Thrive in a fast-paced and changing environment.
- Energetic and proactive
- Ability to establish and maintain effective working relationships with faculty, staff, students, and parents.
- Strong communication skills and ability to motivate students.
- Experience working with young people, especially in the areas of formation and discipline.
- Must understand the stated mission of the school.
- A current relevant professional certification credentialed by an independent accreditation agency— for example, the NSCA Certified Strength and Conditioning Specialist® (CSCS®) certification.
- Current standard first aid, cardiopulmonary resuscitation (CPR), and automated external defibrillation (AED) certifications.
- A strong working knowledge and teaching skills in analysis and techniques of strength training.
- Experience and/or expertise in strength and conditioning programming for high school populations.
- Must know how to operate strength training equipment, automated external defibrillator (AED), and sports aid equipment.
- Strong motivational abilities.
- Evidence of ability to interact positively with student athletes, colleagues, and the public.
- Evidence of strong organizational skills and effective oral and written communication skills.

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

**Physical Requirements and Work Environment:**

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.

Must be able to work within various degrees of noise, temperature, and air quality. Work surfaces will vary from concrete to grass to hardwood 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 assignments 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.

**Essential Expectations:**

- 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.
- Work in cooperation with the sports medicine or athletic training staff in the rehabilitation and strengthening of injured athletes.
- Facilitate a collaborative relationship among sports coaches, sports medicine, and the strength and conditioning staff.
- Design and implement policies and procedures for the strength and conditioning program in accordance with the NSCA Strength and Conditioning Professional Standards Guidelines.
- Develop systems for tracking athlete attendance and athlete progress in conjunction with the sports coaches.
- Conduct an annual needs analysis for each sports team in conjunction with the sports coach and the team's athletic trainer at the conclusion of each sport season.
- Annually conduct and review a departmental risk management plan.
- Complete an annual budgetary proposal for the program that includes routine maintenance, purchase of new equipment, and staffing needs.
- 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.
- Conduct an annual evaluation of departmental staff, including the design of professional development activities.

**Position Responsibilities:**

- Design and instruct curricular strength and conditioning classes, as needed.
- 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.
- 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.
- Other duties as assigned.