

Job Title: High School Strength and Conditional Coach

Reports To: Athletic Director

Dept. / School: Jarrell High School

Exemption Status/Test: Exempt

Date Revised: May 2026

Primary Purpose

Responsible for establishing and maintaining strength and conditioning programs for all sports, with the three major goals of improving athletic performance, reducing athletic injuries, and teaching lifelong fitness and movement skills. This person will assist in devising training plans according to sound scientific principles, supervises training sessions, evaluates athletes, maintains athlete records, and teaches strength and conditioning classes as needed. Will be required to meet regularly with sport 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.

Qualifications

- Bachelors degree in Kinesiology or related field.
- 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. 6. 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.

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, sports medicine, and the strength and conditioning staff.
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 need 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. 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.

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 with 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 at 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.