



THE METROPOLITAN SCHOOL DISTRICT OF

## WARREN TOWNSHIP

**JOB TITLE:** High School Strength and Conditioning Coach

**FLSA CLASSIFICATION:** Exempt (Professional), salaried employee.

**WORK DAYS:** 184 days (same number of days as teachers are scheduled to work).

**STANDARD HOURS PER DAY:** 8 hours per day.

**WORK YEAR:** The work year for the High School Strength and Conditioning Coach is set annually in a school calendar approved by the Board of Education.

**SALARY SCHEDULE & BENEFITS:** The High School Strength and Conditioning Coach is a full-time, salaried, non-certified employee, and is eligible for benefits on the "Support Staff" benefits schedule.

**REPORTS TO:** The High School Strength and Conditioning Coach reports to the High School Athletic Director.

**SUPERVISES:** The High School Strength and Conditioning Coach does not supervise other employees.

**GENERAL SUMMARY:** The High School 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 HS 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 daily. The HS Strength and Conditioning Coach meets regularly with sport coaches to determine what the athletes need to work on. If working with an injured athlete engaged in rehabilitation, the HS Strength and Conditioning Coach will consult with the sports medicine or athletic training staff. The HS 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.

### ESSENTIAL FUNCTIONS:

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;
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. Develop systems for tracking athlete attendance and athlete progress in conjunction with the sport coaches;
5. Conduct an annual needs-analysis for each sport team in conjunction with the sport coach and the team's athletic trainer at the conclusion of each sports season;
6. Make recommendations and proposals for the program that includes routine maintenance and purchase of new equipment;
7. Determine and reinforce expectations for athlete conduct that mirror the school's expectations for curricular and extracurricular activities, as stated in the school's Rights and Responsibilities Handbook;
8. Teach strength and conditioning classes daily and assist with staff professional development;
9. Keep current regarding knowledge of training techniques and functional progressions as well as current advancements and trends.

**NON-ESSENTIAL FUNCTIONS:**

1. Other duties as assigned by the High School Athletic Director.

**SKILLS AND PROFICIENCIES:**

1. Exudes positivity and proactive/solutions-oriented approach to problem-solving.
2. A strong working knowledge and teaching skills in analysis and techniques of strength training.
3. Ability to produce, analyze, interpret and summarize data.
4. Ability to interpret policy and procedures.
5. Experience or expertise in strength and conditioning programming for high school populations.
6. Must possess excellent interpersonal skills and motivational abilities.
7. Must possess strong writing and verbal communication/organization skills.

**EDUCATION/EXPERIENCE:**

1. Bachelor's degree in Kinesiology or related field.

**CERTIFICATES/LICENCE:**

1. A current relevant professional certification credentialed by an independent accreditation agency. For example, the National Strength and Conditioning Association Specialist certification.
2. Current standard first aid, cardiopulmonary resuscitation (CPR), and automated external defibrillation (AED) certifications.

**OTHER:**

Ability to perform the essential functions and to fulfill the physical/sensory/environmental requirements of the job (with or without reasonable accommodations) is required.

**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 100 pounds), reaching, squatting, climbing stairs, kneeling, and moving equipment up to 100 pounds.

Efficient use of a personal computer is important to the effective accomplishment of these job responsibilities.

**SENSORY REQUIREMENTS:** The ability to communicate verbally in person and via telephone is very important. The ability to compose documents that are readily and fully understood is very important.

**ENVIRONMENTAL FACTORS:** Tasks are regularly performed without significant exposure to adverse environmental conditions, such as dirt, dust, pollen, odors, wetness, humidity, rain, fumes, temperature and noise extremes, machinery, vibrations, electric currents, traffic hazards, animals/wildlife, toxic/poisonous agents, violence, disease, or pathogenic substances.

**EVALUATION:**

Performance of this job will be evaluated in accordance with provisions of the Board's policy on Evaluations of Professional Personnel.

Approved by: \_\_\_\_\_ Date: \_\_\_\_\_

Reviewed and agreed to by: \_\_\_\_\_ Date: \_\_\_\_\_

The Metropolitan School District of Warren Township does not discriminate on the basis of the Protected Classes of race,color, national origin, sex (including transgender status, sexual orientation and gender

identity), disability, age, military status, ancestry or genetic information which are classes protected by Federal and/or State law (collectively, "Protected Classes") occurring in the Corporation's employment opportunities, programs and/or activities, or if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment.