

Saint Michael's College Job Description

Job Title: Strength & Conditioning Coach

Department: Athletics

Supervisor or Manager's Title: Director of Sports Medicine & Performance

Date Created: 12-7-2019

Last Revised: 6-2-2022

Our Mission: It is the mission of Saint Michael's College to contribute through higher education to the enhancement of the human person and to the advancement of human culture in the light of the Catholic faith.

Major Objectives:

- Position is responsible for developing and implementing a comprehensive strength and conditioning program for the College's 21-sport varsity athletics program
- Position provides educational opportunities and programs for the College's 400+ varsity student-athletes and coaches

Essential Duties and Responsibilities:

- Responsible for the day-to-day operation of the Strength & Conditioning program
- Administers, organizes and plans schedules for the strength and conditioning areas
- Administers, organizes and plans schedules to provide coverage at team workouts
- Provides specific guidelines for team strength and conditioning sessions including – technical training on proper lifting techniques, devising specific programs for each team, safety protocol within the strength and conditioning areas, working with the athletic training staff regarding injured student-athletes and their individual workout plans, weight room supervisor roles and responsibilities
- Establishes and reviews policies and procedures pertaining to the strength and conditioning program for student-athletes
- Advises coaches as to strength and conditioning abilities of student-athletes
- Works cooperatively with the athletic training staff, team physician, and Student Health Center
- Designs, implements, conducts and monitors strength and conditioning programs for all athletic teams and individuals. Programs designed to maximize student-athlete on-field performance and prevent athletic injuries
- Supports the education of student-athletes regarding nutrition and supplementation
- Maintains/replaces equipment within varsity weight room as needed
- Coordinates with Director of Athletic Internal Operations for use of Varsity Weight room and pool, Tarrant Gymnasium and track, and Duffy Sports complex fields
- Contributes to fostering an inclusive and welcoming environment for student-athletes
- Sees the value of cultural, ethnic, gender, and other individual differences in people. Engages in learning and helps to create an environment of learning about, valuing, encouraging, and supporting people of all cultures, lived experiences, and identities
- Performs other job-related duties as assigned

Secondary Responsibilities:

- Supervises and instructs athletic training students from other colleges and universities if applicable
- Attends Athletics department staff meetings

Positions Supervised:

- Student Employees

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Major Contacts:

- Head Athletic Trainer
- Athletic Trainers
- Athletics Administrators
- Athletic Coaches
- Student-Athletes

Demonstrates Excellence:

- Inquiries to the department are answered quickly, courteously, and correctly
- Engages with students and constituents with a high level of inclusivity, equity, and sensitivity
- Displays a commitment to continuous growth and development in supporting students with historically excluded, underrepresented, and minoritized identities
- Departmental expenses are managed within budgeted limits
- Confidentiality regarding students is protected by FERPA and considered confidential. Student information may not be shared without the express written permission of the student

Education and Work Experience:

- Bachelor's Degree (Master's Degree preferred) required in a health-related field
- Two to five years of experience in a University or school setting required
- National Strength and Conditioning Association certification or Collegiate Strength and Conditioning Coaches Association certification required

Knowledge, Skills and Abilities:

- Excellent planning and organizational skills, and attention to detail
- Excellent interpersonal skills – able to relate well with college students
- Ability to multi-task as well as work independently and collaboratively
- Team player
- Ability to keep accurate records
- Ability to prioritize workload according to volume, urgency, etc
- Ability to supervise student employees
- Strong Knowledge of strength and conditioning and injury prevention

Analytic Skills:

- The ability to recognize several likely causes of events
- Can analyze relationships among several parts of a problem or situation, and then formulate a multi-step response

Language and Literacy Skills:

- Reads and interprets a wide range of information
- May interpret documents for others
- Regularly writes reports and correspondence
- Able to shift writing style as needed for different audiences
- Regularly explains policies, listens to questions, responds, and problem solves
- Speaks to individuals and small groups effectively

Computer/Technology Skills:

- Familiarity with Microsoft Office products
- Familiarity with ARMS software
- Ability to quickly learn new software systems

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Licenses, Certifications and Other Requirements:

- Must meet driver's eligibility requirements as stated in the Saint Michael's College *Vehicle Use Policy*
- CPR Certification
- First Aid Certification

Physical Demands:

- Work is often physical and performed in a weight room, or fitness center
- Frequent walking, standing and other physical activities will be required 75% of the time.
- Ability to assist student-athletes with workouts
- Ability to demonstrate proper weightlifting techniques
- Dexterity sufficient to perform typing, operate a computer and other office equipment
- Must be able to tolerate exposure to indoor/outdoor environmental/climate changes
- Communication skills using the spoken word
- Vision sufficient to see within normal parameters
- Hearing sufficient to hear within normal range

While performing the duties of Strength & Conditioning Coach, the employee is frequently required to lift and/or move **50** pounds or more.

The physical demands described here 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 a disability to perform the essential functions.

Additional Requirements for the Job:

- Ability to work nights and weekends is required.

The above job description in no way states or implies that these duties are the only duties performed by this employee. The incumbent is expected to perform other related duties necessary for the effective operation of the College.