

## Saint Michael's College Job Description

**Job Title:** Strength & Conditioning Coach

**Department:** Athletics

**Supervisor or Manager's Title:** Associate Director of Athletics

**Date Created:** 12/7/2019

**Last Revised:** 9/2/2025

**Salary:** \$48,000-\$55,000 (10 months per year)

**Status:** Exempt/Regular Full-Time

***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 22-sport varsity athletics program
- Position provides educational opportunities and programs for the College's 450+ varsity student-athletes and coaches

### **Essential Duties and Responsibilities:**

- Develop and implement sport-specific strength and conditioning programs for all NCAA teams
- Supervise workout sessions directly with student-athletes and the coaching staffs to develop, illustrate, oversee, test, evaluate and document the progress of the student-athletes physical fitness and conditioning.
- Collaborate with the Sports Medicine staff to develop sport-specific return to play rehabilitation protocols for injured and with prevention of injuries.
- Oversee day to day operations including facility scheduling, testing and evaluation equipment, inventory and maintenance, unit policies, budgets, and administrative duties.
- Other duties as assigned by supervisor.

### **Positions Supervised:**

- Student Interns

### **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

**Required Education and Experience:**

- Bachelor's degree
- 2+ years of experience, which may be substituted by an equivalent combination of certification, training, education, and/or experience

**Preferred Qualifications:**

- Master's degree
- 5+ years of strength and conditioning experience at intercollegiate level

**Knowledge, Skills and Abilities:**

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

**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 and Teambuildr software
- Ability to quickly learn new software systems

**Licenses, Certifications and Other Requirements:**

- CSCS or CSCCa Certified
- 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
- 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

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CC: FCOE

- 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.