

## NORTHERN HIGHLANDS REGIONAL HIGH SCHOOL DISTRICT

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**TITLE:** **STRENGTH AND CONDITIONING COACH**  
**(SEASONAL: FALL, WINTER AND SPRING)**

**QUALIFICATIONS:**

1. Valid New Jersey Instructional Certificate or eligibility\* or County Substitute Certificate\*\*
2. Minimum experience as determined by the board
3. Demonstrated knowledge of the sport, sports training and conditioning, injury prevention and management and the principles of human growth and development
4. Ability to maintain a positive learning environment and high standards of conduct for athletes
5. Required criminal history background check and proof of U.S. citizenship or legal resident alien status

*\*Current employment by a board of education is required if coaching or instruction will take place during any part of the school day including recess.*

*\*\*Upon approval of the executive county superintendent, a holder of a county substitute certificate may be employed for a designated sports season.*

**REPORTS TO:** Director of Athletics

**JOB GOAL:**

Works with coaching staff and individual students to provide athletes with appropriate strength and conditioning skills. The strength and Conditioning Coach will provide services to district student/athletes during hours to be determined after the traditional school day ends.

**ESSENTIAL JOB FUNCTIONS:**

1. Provides for the safety and welfare of all student athletes.
2. Teaches individual and teams, strength and conditioning activities. Uses safe and appropriate drills and techniques.
3. Coordinate activities with head coaches upon their request. Assist AD/Supervisor of Health and Wellness with the scheduling of the team weight room use.
4. Provide expert instruction in the use of weight machines and free weights.
5. Provide expert instruction in the use of conditioning and cardio equipment.
6. Tailor programs based on the needs of teams or individual student/athletes.
7. Supervise the weight room during assigned strength and conditioning hours.
8. Notifies administration of any equipment that is needed to be repaired or replaced.

9. Recommends upgrades to equipment as needed.
10. Assist athletes who have been injured with development of a program for rehabilitation.

**TERMS OF  
EMPLOYMENT:**

Salary and work year to be determined by the Board.

**EVALUATION:**

Performance of this job will be evaluated annually in accordance with NJ State law and the provisions of the board's policy on evaluations.

BOE APPROVED: 10/16/17