

Job Description

Job Title:	Interuniversity Strength & Conditioning Coach
Department:	Athletics & Recreation
Reports To:	Associate Director, Athletics
Jobs Reporting:	None
Salary Grade:	USG 9
Effective Date:	May 2018

Primary Purpose

The Interuniversity Strength & Conditioning Coach is directly accountable to the Associate Director, Athletics and works in partnership with the Interuniversity Team Coaches. This position is responsible for the direction, management, and implementation of sport specific Strength & Conditioning programming for the department's interuniversity teams, including all fitness testing, programming and coaching, the oversight of the Strength and Conditioning internship program, and athlete support and development. The incumbent will also ensure that the programs and support offered to students are contributing to the vibrant student experience.

Key Accountabilities

Strength & Conditioning Programming

- Responsible for the development, planning, scheduling, staffing and budget for the Strength and Conditioning program, identifying the level of service for teams that aligns with the intercollegiate sports model and department mission, vision and values
- Oversees all sport specific Strength and Conditioning programming for interuniversity teams, including testing, in and out of season program design, data collection and analysis, coaching, technique clinics, and consulting
- Customizes program design on both a team and individual basis to increase fitness levels with a goal of improving athlete performance
- Supports the high level athlete experience through nutritional guidance, biometric measurements, statistical analysis, ongoing evaluation and report cards, and game day protocols
- Utilizes current research in biomechanics, physiology, motor control and sport psychology in combination with best practices in the areas of conditioning, fitness, and wellness that promote holistic wellbeing and enhance the student experience
- Ensures ongoing communication with Head Coaches regarding all aspects directly related to the team, including expectations, vision, goal setting, training methods, training times and attendance

Strength & Conditioning Athlete Support and Development

- Available to athletes and coaches for consultation and counselling, especially in the areas of conditioning, nutrition, fitness, and exercise
- Able to foster a strong environment of trust, dedication, communication, problem solving and pride with student athletes, coaches, and departmental staff
- Dedicated to aligning the vision of the Head Coach with the needs of the student athletes and best strength and conditioning practices
- Encourages athlete commitment and dedication to the expectations outlined by Head Coaches

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- Will participate in and lead educational sessions targeted at interuniversity teams and athletes in collaboration with other staff members (e.g. Head Athletics Therapist; Associate Director, Athletics; Campus Recreation Coordinator, Conditioning) as part of the Department's overall orientation plan for student-athletes
- Interacts closely with athletic therapy staff in developing return to play exercise programs for interuniversity athletes, addressing fatigue and physical preparedness, and reviewing programming and individual athlete needs
- Responsible for the SC program records including records of staff, qualifications, maintaining a SC program manual with policies on procedures and operations, submitting and monitoring staff payroll information and files and invoicing
- Actively contributes to the department's 'High Performance' Committee with a goal of improving interuniversity athletes' experiences and performances

Leadership

- Oversees internship program which includes recruitment, supervision, evaluations, management of qualifications, and providing leadership opportunities and mentoring to approximately 20-30 Strength & Conditioning Interns/Coaches (volunteer and part-time) each term
- Educates SC Interns/Coaches on current research and best practices in the areas of conditioning, fitness, and wellness and ensures they are informed about the policies and procedures of the department, including emergency procedures
- Provides guidance, leadership opportunities and mentoring. Offers professional development and possible certification of the student SC coaches through the provision of in-service training modules, theoretical and technical certification programs, the provision of a library and resource material, and the development of special clinics and special incentives

Relationships/Partnerships

- Works closely with the Campus Recreation Coordinator, Conditioning, Associate Director, Athletics, Interuniversity Sport Manager, Student Athlete Services & Intercollegiate Coordinator, Head Coaches, Athletic Therapists, and other staff to contribute to the advancement of the Department's goals regarding service, performance, and the student experience
- Accountable to the Campus Recreation Coordinator, Conditioning for utilization of shared facilities and equipment, and the development and execution of wellness messaging and support, including nutrition
- Works in partnership with the Campus Recreation Coordinator, Conditioning to identify and execute opportunities for collaboration between the recreational and interuniversity conditioning programs as they relate to the internship program, staff recruitment, and training and development
- Collaborates with AHS-KIN through volunteer management, resource sharing, and program development and promotion
- Assists coaches with recruiting by sharing the Strength and Conditioning vision within our department with prospective athletes

**All employees of the University are expected to follow University and departmental health and safety policy, procedures and work practices at all times. Employees are also responsible for the completion of all health and safety training, as assigned. Employees with staff supervision and/or management responsibilities will ensure that assigned staff abide by the above, and actively identify, assess and correct health and safety hazards, as required.*

Required Qualifications

Education

- An undergraduate degree in Kinesiology, Physical Education, Health Studies, or Recreation is required and a Master's Degree in any of these disciplines is preferred
- Standard First-Aid training and National Strength and Conditioning Association, Certified Strength and Conditioning Specialist required

Experience

- Experience designing fitness and strength programs in both a team and individual setting for recreational and high performance athletes is required, with a minimum of 4,000 hours (approximately 2 years) of coaching and administration experience working in an athletic setting
- The incumbent will have a great understanding of sport specific strength and conditioning programming, including positional and system knowledge
- Competencies include a demonstrated ability to relate to the University student experience, strong time management, organizational and planning skills, and excellent communication skills. Certifications and accreditations that would benefit this position include: Certified Kinesiologist – CK with OKA, CKA
- Managerial and program development experience is an asset
- Strong knowledge of nutritional concepts regarding general fitness and high performance sport is also an asset.
- Experience in competitive sport preferred

Knowledge/Skills/Abilities

- Excellent written and verbal communication and skills are required to delineate clear and concise goals, methodology, and demonstrations of programs and exercises
- It is vital that the Interuniversity Lead Strength & Conditioning Coach is able to educate and support student athletes and contribute to a vibrant student experience
- The incumbent must work effectively with coaches while supporting best practices for the strength and conditioning development of their athletes
- Maintain a clear Police Vulnerable Sector Check

Nature and Scope

- **Contacts:** Communicates with other university and college Strength & Conditioning Programs, and is educated on OUA and Usports best practices and standards
- **Level of Responsibility:** This position oversees Strength and Conditioning programming for the department's Interuniversity Program, which includes 32 teams, approximately 75 full-time and part-time coaches, and over 600 athletes.
- **Decision-Making Authority:** This position is responsible for the planning, implementation, and coaching of Strength and Conditioning. The incumbent will create an annual training plan, and maintain a strong results orientated disposition focusing on goal achievements set with the Associate Director, Athletics and the Head Coaches.
- **Physical and Sensory Demands:** This role involves minimal physical demands and moderate sensory effect resulting in slight fatigue, strain, or risk of injury.
- **Working Environment:** This position requires work in non-traditional hours, often for extended periods of time outside the course of a typical working day. The role involves minimal to moderate exposure to psychological risk resulting from unavoidable exposure to hazardous, disagreeable, or uncomfortable environmental conditions. There may be unusual hours or schedules, multiple and/or tight deadlines beyond one's control and constant interruptions (i.e. phone calls, emails, and

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unplanned but urgent service requests) that are impacted by varying student volumes at different times of the year.