



Westminster Christian Academy

Position: Strength & Conditioning Coach/Lifetime Fitness Coordinator

Position Summary

The Strength & Conditioning Coordinator is responsible for the comprehensive physical, personal/spiritual, and wellness development of all students and student-athletes. This position designs, implements, and oversees age-appropriate, sport-specific, and long-term athletic development programs that serve both male and female athletes across all sports. The coordinator works collaboratively with athletic administrators, coaches, and academic staff to support student success, injury reduction, performance enhancement, and character development.

This role is foundational to the culture of the school and athletic department. This position plays a vital role in developing disciplined, resilient, and well-rounded young people.

Program Pillars

The Strength & Conditioning program is built on three core pillars:

1. **Physical Development** – Strength, speed, power, mobility, movement quality, and injury reduction
2. **Personal/Spiritual Development** – Accountability, discipline, leadership, work ethic, and character
3. **Wellness Development** – Recovery education, movement quality, load management, and healthy training habits

Primary Responsibilities

Program Design & Implementation

- Instruct Lifetime Fitness courses for grades 8-12.
- Design and implement comprehensive strength, speed, and conditioning programs for all sports offered by Westminster Christian Academy.

- Develop age-appropriate training programs that align with long-term athletic development principles
- Adapt programming to meet the needs of both male and female athletes across multiple ability levels
- Coordinate in-season, off-season, and out-of-season training cycles
- Modify programs as needed based on athlete readiness, injury history, and sport demands

Technology Integration & Data Use

- Utilize TeamBuildr for programming, scheduling, and athlete tracking
- Implement Velocity-Based Training (VBT) using Enode sensors when appropriate
- Use performance assessment tools such as Brower Timing Gates and Just Jump jump mats
- Analyze data to inform programming decisions and communicate progress with coaches and administrators

Facility & Equipment Management

- Effectively manage and organize a well-equipped weight room and adjacent turf training area
- Oversee safe and efficient use of all equipment, including:
 - 8 half racks with platforms
 - Covered turf area (38 x 5 yards) with sled training
 - Olympic bars, trap bars, safety squat bars, neutral grip bars, and training bars
 - Kettlebells, DC blocks, and specialty strength equipment
- Maintain a clean, safe, and organized training environment
- Assist with equipment inventory, care, and long-term planning

Athlete Supervision & Coaching

- Coach large groups of students and student-athletes efficiently and safely
- Teach proper lifting technique, movement mechanics, and training intent
- Establish clear expectations for behavior, effort, and accountability in the training environment
- Foster a positive, inclusive, and high-standard culture

Collaboration & Communication

- Work closely with sport coaches to align training goals with sport demands

- Communicate clearly with athletic administration regarding program goals, needs, and progress
- Support the overall mission and values of the school and athletic department
- Collaborate with academic and support staff as needed to support student wellness

Leadership & Professionalism

- Serve as a visible leader and role model within the school community
 - Promote character development, integrity, and respect through daily interactions
 - Continue professional development through education, certification, and networking
 - Uphold all school, district, and state policies
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Preferred Qualifications

- Bachelor's degree in Exercise Science, Kinesiology, or related field (Master's preferred)
 - Nationally recognized strength and conditioning certification (HSSCC, CSCS, SCCC, or equivalent)
 - Experience working with middle school and high school student-athletes
 - Demonstrated ability to coach groups in a fast-paced, high-energy environment
 - Strong organizational, communication, and leadership skills
 - Familiarity with strength and conditioning technology platforms
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Desired Personal Attributes

- Student-centered and relationship-driven
- High character, humility, and professionalism
- Growth-minded and adaptable
- Organized, detail-oriented, and consistent
- Passionate about developing the whole student-athlete

Work Environment

- Weight room with extensive strength and conditioning equipment
- Adjacent covered turf training area
- Collaboration with multiple sport programs throughout the academic year

Mission Alignment

This position exists to use athletics and training to build better men and women for Christ.