



## Position Description

Position Title: Faculty – Sport & Exercise Science, Conditioning Specialist  
Department: Sport & Exercise Science & Athletics  
Reports to: Head of Sport & Exercise Science & Director of Athletics  
Status: Full-Time, Exempt  
Created: December 2025

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### **POSITION SUMMARY**

This full-time position carries a joint appointment within the Sport & Exercise Science academic department and the Athletics Department at Wisconsin Lutheran College (WLC). The faculty member will serve in a half-time academic faculty role and a half-time year-round staff role within athletics.

This role will teach courses in the Sport & Exercise Science major and Physical Education program while also serving as an NCAA Division III strength and conditioning coach. Faculty rank (professor or lecturer track) will be determined based on the candidate's credentials and experience.

In addition to teaching and coaching responsibilities, the individual will contribute to student advising, mentoring, and recruiting. The ability to support curricular development, course scheduling, departmental budget planning, and assessment is highly valued. Athletically, the candidate will collaborate closely with the Head Strength Coach to develop and implement strength and conditioning programs, oversee assigned teams, and advise the Head Strength Coach and Director of Athletics on opportunities to expand and enhance the Warrior strength program.

A successful candidate will remain current with emerging research and best practices related to strength training, nutrition, and recovery in the collegiate athletic environment.

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### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

#### **General Responsibilities**

- Assist in executing the vision and strategic goals of the Sport & Exercise Science and Athletics Departments.
- Maintain and update curriculum within the Sport & Exercise Science department to ensure competitiveness with peer institutions and provide strong offerings for Physical Education requirements.
- Oversee, develop, and mentor undergraduate students participating in on-campus strength and conditioning internships.
- Support the implementation of the Warrior Athletics strength and conditioning program through collaboration with coaches, the Director of Athletics, and the Sport & Exercise Science department.

### **Academic Responsibilities**

- Teach 12-15 credit hours per year within the Sport & Exercise Science major and Physical Education program, based on faculty track.
- Advise and mentor students pursuing the Sport & Exercise Science major.
- Meet with prospective students interested in the Sport & Exercise Science program.
- Support academic and internship program requirements to meet CAAHEP and CASCE accreditation standards.
- Maintain an active research agenda related to Sport & Exercise Science (professor track).

### **Athletic Responsibilities**

- Maintain Certified Strength and Conditioning Specialist (CSCS) certification through the NSCA.
- Supervise undergraduate student interns within the strength and conditioning program.
- Assist with daily operations of the Sports Performance Center.
- Develop and implement sport-specific strength and conditioning programs.
- Assist in the development of department-wide nutrition and recovery initiatives for student-athletes.
- Collaborate with the Head Strength Coach to develop and implement youth Strength Camps, supporting community engagement and program growth.

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## **EDUCATION AND QUALIFICATIONS**

- Master's degree required; doctorate in a related field preferred.
- Teaching and student supervision experience preferred.
- Record of peer-reviewed scholarly work in Exercise Science preferred.
- Experience with college academic programs, policies, and assessment preferred.
- Strength and conditioning coaching experience required; collegiate experience preferred.
- Working knowledge of NCAA Division III rules and regulations.
- Possession of a valid driver's license in good standing to be able to drive WLC vehicles.
- WELS/ELS membership required, with demonstrated commitment to serving others and respect for all as God's creation, in alignment with WLC's mission and Christian code of conduct.

### **Knowledge, Skills, and Abilities:**

- Excellent organizational, verbal, written, and presentation skills.
- Ability to communicate effectively with diverse audiences, including students, faculty, staff, administrators, and external partners.
- Flexibility and adaptability to function effectively within a dual-department role.
- Strong time-management skills with the ability to manage multiple responsibilities.
- Ability to build constructive working relationships and contribute collaboratively to institutional success.

### **Physical Requirements**

While performing the duties of this position, the employee is regularly required to stand, walk, sit, and communicate verbally and audibly. The position requires frequent movement within classroom, laboratory, and athletic facilities. The employee must be able to demonstrate and

observe physical activities, including strength and conditioning exercises, and provide instruction and feedback to students and student-athletes.

The employee may occasionally be required to lift, move, or assist with equipment weighing up to approximately 25 pounds. Vision requirements include close vision, distance vision, and the ability to adjust focus. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of the position.

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**WELS Called Position Eligibility**

Membership in the Wisconsin Evangelical Lutheran Synod (WELS) or Evangelical Lutheran Synod (ELS) is required, along with a demonstrated passion for and experience in serving others with respect for all as God's creation. The candidate must align with and support the mission and ministry values of WLC, adhering to its Christian code of conduct. Additionally, the candidate is expected to actively pursue synodical certification and complete it within five (5) years, unless they already hold an active call with WELS/ELS.