



Position Description

Position Title: Head Strength and Conditioning Coach
Department: Athletics
Reports to: Director of Athletics
FTE: 1.0, Exempt
Called: No
Revised: April 2026

POSITION SUMMARY

The Head Strength and Conditioning Coach is responsible for the strategic leadership, development, and implementation of comprehensive strength, conditioning, and performance programs for student-athletes. This includes oversight of all strength and conditioning operations, including individualized athlete development, performance assessment, data-informed training systems, and year-round programming, while ensuring compliance with Wisconsin Lutheran College's (WLC) NCAA Division III intercollegiate athletics program within a Christ-centered, private college environment.

As a member of the WLC athletics staff, this position supports student-athlete academic success initiatives and may assume additional athletic department duties as assigned. The Director of Athletics will work collaboratively with this position to align responsibilities with institutional priorities and individual strengths.

PRIMARY RESPONSIBILITIES

Summer and Winter Break Responsibilities

- Develop periodized training programs in conjunction with the head coach of each sport.
- Design and provide voluntary summer training programs to prepare student-athletes for the upcoming collegiate sports season.
- Conduct performance testing and baseline assessments (e.g., strength, speed, agility, mobility) to inform individualized programming.
- Continuously evaluate and update training methodologies based on current research and sport science best practices.
- Coordinate training programs for injured student-athletes in conjunction with the athletic training staff.
- Oversee student workers/staff responsible for annual maintenance and cleaning of all Sport Performance Center (SPC) equipment.
- Develop and manage the annual budget for the maintenance and improvement of the SPC.

In-Season and Academic Year Responsibilities

- Oversee scheduling of the SPC to provide balanced opportunities for all student-athletes.
- Develop in-season training schedules that align with the academic day for student-athletes.
- Create out-of-season team training programs for student-athletes and conduct group training sessions.
- Monitor and analyze student-athlete performance data and adjust programs accordingly to optimize performance and reduce injury risk.
- Implement recovery protocols (e.g., mobility, regeneration, rest strategies) in collaboration with the athletic training staff.



- Communicate with athletic training staff on injury prevention and rehabilitation plans for student-athletes.
- Work in conjunction with WLC's SPE program to maximize use of lab equipment and applied learning opportunities.
- Work in conjunction with WLC's Sport & Exercise Science (SPE) program to provide internship opportunities.

Program Leadership & Administration

- Establish and lead the vision for WLC's strength training program and conditioning program, aligning with departmental goals and advancing the mission of WLC through student-athlete development.
- Oversee all operational, fiscal, budgeting, compliance, and administrative activities for the strength and conditioning program.
- Oversee and administer coaching and training sessions in accordance with NCAA and Conference regulations; maintain and annually update NCAA compliance knowledge base and adjust operations as needed.
- Ensure all student-athletes and coaches adhere to all NCAA, conference, and college rules and regulations.
- Design and implement comprehensive performance testing protocols and maintain accurate records of student-athlete progress.
- Ensure proper instruction and supervision of all lifts and training sessions, emphasizing technique, safety, and injury prevention.
- Develop and enforce strength and conditioning facility policies and procedures, including risk management and emergency action plans.
- Maintain certifications in CPR, AED, and First Aid, and ensure emergency equipment is accessible and operational.
- Oversee inventory, purchasing, and lifecycle management of strength and conditioning equipment.
- Remain current with industry trends, research, and best practices through professional development and continuing education.
- Promote the visibility and branding of the WLC strength training program and WLC's profile as a distinctive Christian college experience through recruiting, community outreach, public speaking, fundraising, and camps.
- Collaborate with Athletics, Enrollment/Admissions, Operations, Student Life, and Campus Ministry to support achievement of enrollment and retention goals.
- Maintain the discipline and conduct of student-athletes to support the mission, values, image, and reputation of WLC and the athletics program. Collaborate with campus ministry to integrate spiritual development through mentorship, team devotions, and faith-based guidance.
- Mentor student-athletes in a Christ-centered environment.

QUALIFICATIONS

Education and Experience

- Bachelor's degree required; master's degree preferred.
- Certification from a nationally recognized strength and conditioning organization (e.g., CSCS – Certified Strength and Conditioning Specialist through the NSCA, or equivalent).
- Current CPR, AED, and First Aid certification required.



- Previous collegiate strength and conditioning experience preferred.
- Ability to articulate the value of a Christian college athletic experience.

Knowledge, Skills, and Abilities

- Highly competitive, goal-oriented, and motivated to build a successful program.
- High energy with a positive, growth-oriented mindset.
- Strong organizational, communication, and leadership skills.
- Strong teaching and coaching ability with emphasis on proper technique and athlete development.
- Knowledge of sport science principles, including biomechanics, physiology, and periodization.
- Ability to utilize performance tracking technology and software (e.g., GPS tracking, velocity-based training systems, or similar tools).
- Knowledge of or commitment to learning NCAA rules and compliance standards.
- Ability to effectively manage multiple responsibilities (head coach, assistant coach, and academic support roles).
- Ability to perform duties in a manner consistent with WLC's Code of Christian Conduct and WLC's mission, ministry, and affiliation with the WELS.
- Demonstrated ability or willingness to mentor student-athletes in a Christ-centered environment.

PHYSICAL REQUIREMENTS / WORKING CONDITIONS

- Ability to perform physical activity, including lifting 25–50 pounds.
- Ability to demonstrate exercises and proper lifting techniques safely and effectively.
- Ability to stand for extended periods and actively coach and lead training sessions.
- Ability to coach outdoors in varying weather conditions.
- Willingness to travel and work evenings and weekends.

MISSION ALIGNMENT STATEMENT

As with all positions at Wisconsin Lutheran College, this role requires the incumbent to perform responsibilities in a manner consistent with the mission and core values of the College, as defined through its affiliation with the Wisconsin Evangelical Lutheran Synod (WELS). This includes a commitment to Christ-centered mentorship, academic excellence, and the holistic development of student-athletes.