



PLUM BOROUGH SCHOOL DISTRICT

Exceptionally Prepared for Success

JOB DESCRIPTION

POSITION(S):	HS Student Wellness Coordinator (Strength & Conditioning) MS Student Wellness Coordinator (Strength & Conditioning)
DEPARTMENT:	Special Services Supplementals
REPORTS TO:	Athletic Director & Coordinator of Student Activities Manager of Wellness and Sports Performance
SUPERVISES:	N/A
FLSA STATUS:	Exempt
WORK SCHEDULE:	Supplemental
COMPENSATION PLAN:	PBEA Collective Bargaining Agreement

General Description:

The Student Wellness Coordinator (Strength and Conditioning) is responsible for designing and implementing evidence-based strength and conditioning programs that enhance middle and high school student-athletes' physical, mental, and nutritional well-being. This position integrates scientific training methodologies, data-driven performance analytics, and National Strength and Conditioning Association (NSCA)-endorsed best practices. Collaboration with coaches, trainers, nutritionists, and mental performance specialists is required to provide a holistic approach to student wellness and high-performance training.

Education and Experience:

- Minimum Education: Bachelor's degree in Exercise Science, Kinesiology, Sports Physical Education, Nutrition, or a related field.
- Minimum Experience: Experience working in athletic performance training, strength and conditioning or personal training.

Licensing Requirements:

- CPR/AED certification is required. A certified Strength & Conditioning Specialist (CSCS) from the National Strength and Conditioning Association (NSCA) or an equivalent accredited strength and conditioning certification (e.g., NASM-PES, USAW, NSCA-CPT) is preferred. Additional sports nutrition, biomechanics, or recovery science certifications are also preferred.

INTEGRITY

CARING

RELENTLESS

COMMITTED

Key Responsibilities:

- **Strength & Conditioning Programming – Scientific & Periodized Training**
 - Develop sport-specific training regimens tailored for team and individual athletes.
 - Teach proper biomechanics and lifting techniques to reduce injury risk and optimize movement efficiency.
 - Implement progressive overload principles in strength, power, and endurance training.
 - Use validated strength & conditioning assessment protocols, including:
 - Vertical Jump & Sprint Testing (explosive power evaluation)
 - VO2 Max & Conditioning Metrics (endurance tracking)
 - Force Plate Analysis (neuromuscular efficiency assessment)
- **Data-Driven Performance & Recovery Tracking**
 - Utilize fitness apps & wearable devices (e.g., CoachMePlus, WHOOP, VALD) to track:
 - Heart Rate Variability (HRV) & Recovery Scores
 - Load Management & Overtraining Prevention
 - Biomechanical Movement Analysis
 - Speed & Agility Metrics
 - Implement movement correction tools (Perch AI, Dartfish) to refine technique and explosiveness.
 - Maintain real-time digital performance dashboards to analyze student-athlete progress and personalize training programs
- **Nutrition & Recovery Strategies – Evidence-Based Approach**
 - Provide nutritional guidance, focusing on:
 - Macronutrient Optimization for strength & endurance training.
 - Hydration & Electrolyte Balance for athletic recovery.
 - Pre/Post-Workout Nutrition Planning.
 - Encourage students to track caloric intake and macro distribution through nutrition-tracking apps (e.g., MyFitnessPal, Cronometer).
 - Introduce sleep and recovery science to improve muscle repair & mental focus.
- **Mental Readiness & Sports Psychology**
 - Implement sports psychology techniques for:
 - Pre-competition visualization & stress management.
 - Mindfulness and focus exercises (Headspace, NeuroTracker).
 - Performance goal-setting frameworks aligned with NSCA best practices.
 - Utilize cognitive training platforms to enhance:
 - Decision-making speed & reaction time.
 - Mental fatigue tracking & resilience coaching.
 - Teach leadership skills such as emotional intelligence, overall wellness, and psychological concepts that adapt to the post-pandemic needs of our students.
- **Collaboration with Coaches, Trainers & Wellness Teams**
 - Work directly with coaches & athletic trainers to align strength programs with team objectives.
 - Implement strength and conditioning programs for the pre-season, in-season, and off-season varsity athletic sanctioned programs or clubs.
 - Assist in return-to-play protocols for injured athletes in coordination with medical professionals.

- Partner with school counselors and wellness specialists to ensure holistic student well-being.
- Assist with administrative and budget aspects of the wellness, strength and conditioning program.
- Data Tracking & Performance Assessments
 - Maintain NSCA-compliant digital logs to track athlete progress and program effectiveness.
 - Use data and reports to make evidence-based training adjustments.
 - To maximize performance potential, provide data-driven insights to coaches, students, and parents.
- Travel & Competition Readiness
 - Develop pre-travel performance maintenance plans, including:
 - Pre-game warm-ups and activation drills.
 - Recovery strategies for travel-based competitions.

Core Knowledge:

- NSCA-backed Strength & Conditioning methodologies tailored to adolescent athletes.
- & wearable technology integration for sports performance tracking.
- Nutritional strategies for optimal athletic performance.
- Sports psychology techniques for mental performance & resilience.
- Biomechanical movement assessments for injury prevention.

Essential Skills:

- Ability to implement driven performance tracking tools.
- Strong communication & motivational skills to engage student-athletes.
- Ability to analyze NSCA-recommended performance metrics for individualized training adjustments.
- Collaboration with athletic staff, nutritionists, and wellness professionals.

Critical Abilities:

- Working effectively with coaches, athletic trainers, counselors, and nutritionists to ensure a holistic approach to student wellness.
- The ability to tailor training approaches to different student needs, from elite athletes to beginners.
- Educate students on weight room etiquette, injury prevention, and recovery protocols.
- The ability to adjust programs based on real-time performance data, injury considerations, and evolving student-athlete needs.
- A deep understanding of confidentiality, athlete well-being, and adherence to NSCA's Code of Ethics.

Temperament Requirements:

- A commitment to being a mentor and a leader, fostering a positive, high-performance culture that prioritizes athlete development, injury prevention, and lifelong wellness habits.
- A disposition to helping student-athletes reach their full physical and mental potential.
- The ability to motivate and inspire students to push beyond their limits while maintaining a supportive and safe training environment.
- A willingness to use data-driven performance metrics and scientific methods to guide training decisions.

Physical/Environmental Requirements:

- Ability to demonstrate exercises, lifts, and agility drills.
- Ability to lift, carry, push, or pull 35 pounds.
- Frequent standing, walking, lifting, and engaging in strength & conditioning activities.
- Work in gym environments, weight rooms, and outdoor training fields.
- Availability for training sessions outside of a typical school day and year.

Disclaimer: the information in this job description is provided to comply with the Americans with Disabilities Act (ADA). It is not an exhaustive list of the duties performed for this position. The individuals currently holding this position may perform additional duties.

Required Clearances:

- Act 114 (Federal Criminal History Background Check)
- Act 34 (PA State Criminal History Clearance)
- Act 151 (PA Child Abuse History Clearance)
- Act 126 (Mandated Reporter Training)
- Act 168 (Sexual Misconduct/Abuse Disclosure)
- Act 24 (Arrest & Conviction Statement)
- Current School Personnel Health Record
- Tuberculosis Test Result

Clearances and the School Personnel Health Record must be current within 1 year from the hire date, accompanied by a Tuberculosis Test Result within 3 months of the hire date.

Travel Requirements:

- A moderate amount of travel is required for this position.
- Must have reliable transportation

Employee signature

Date