



## Athletics and Physical Education Job Family: **Strength and Conditioning Coach Progression**

These generic job title summaries are intended to indicate the kinds of tasks and levels of work complexity that will be required of positions classified to any of these titles and are not intended to be construed as declaring the specific duties and responsibilities of any particular position. The use of particular expressions or illustrations describing functions within a specific job title does not exclude other duties of a similar kind and/or level of complexity. Positions are classified to a particular job title based upon the predominant level of expected work complexity. ***A position that is classified into this title and band must meet the Cornell requirements for exemption under the FLSA.***

### GENERIC JOB PROFILE SUMMARIES

Assistant Coach II, Strength and Conditioning INDIVIDUAL CONTRIBUTOR	Assistant Coach I, Strength and Conditioning INDIVIDUAL CONTRIBUTOR	Head Coach, Strength and Conditioning MANAGEMENT
Responsible for compliance with NCAA and Ivy League rules.	Responsible for compliance with NCAA and Ivy League rules.	Responsible for compliance with NCAA and Ivy League rules.
Assist the Director in all phases of an athletic speed, strength and conditioning programs; working closely with coaches for both teams and individual athletes.	Develop and implement training programs, with coaches, for both teams and individual athletes, working closely with coaches.	Develop training programs, with coaches, for both teams and individual athletes, working closely with coaches.
Teach proper strength training techniques; monitor and motivate athletes.	Teach proper strength training techniques; monitor and motivate athletes; assess performance before, during and after the program.	Oversee strength training program; assess performance before, during and after the program and ensure training technique produce designer results.
Implement sport specific regimens to reduce athlete injury.	Design sport specific regimens to strengthen body parts which are prone to injury in a particular sport and reduce athletic injuries.	Design sport specific regimens to strengthen body parts which are prone to injury in a particular sport and reduce athletic injuries.
Implement rehabilitation programs for injured athletes.	Assist with development and implementation of rehabilitation programs for injured athletes.	Work closely with Coaches, Athletic Trainer to develop and implement rehabilitation programs for injured athletes.
	Study, evaluate, and recommend new techniques and equipment in strength and conditioning training.	Evaluate and determine appropriate techniques and introduce new methods into program.
	Supervisor the activities of professional and student trainers, including assigning duties, evaluating, and instructing.	Oversee and manage staffing of the strength and conditioning department, including oversight of department budget/

<b>Assistant Coach II, Strength and Conditioning INDIVIDUAL CONTRIBUTOR</b>	<b>Assistant Coach I, Strength and Conditioning INDIVIDUAL CONTRIBUTOR</b>	<b>Head Coach, Strength and Conditioning MANAGEMENT</b>
Maintaining training equipment; ensuring proper usage of training equipment; daily oversight and operation of training room.	Recommend training equipment and maintain inventories; assist in daily management and operation of training room.	Select, purchase, and maintain training equipment and inventories; oversee operations of training room.
Provide home and away sports coverage as assigned.	Provide home and away sports coverage as assigned.	
Work with nutritionist to create athletes nutritional meal plans for peak performance.	Work with nutritionist to create athletes nutritional meal plans for peak performance.	Foster working relationship with Nutritionist, Athletic Trainers and various Coached to ensure peak performance.

## JOB FACTOR PROFILE TABLE

FACTOR PROFILE	11704 ASSISTANT COACH II, STRENGTH AND CONDITIONING, BAND D EX	11703 ASSISTANT COACH I, STRENGTH AND CONDITIONING, BAND E EX	11705 HEAD COACH, STRENGTH AND CONDITIONING, BAND F
<b>MINIMUM EDUCATION AND EXPERIENCE EQUIVALENCY</b>	Bachelor's degree or equivalent; up to 2 years of experience or equivalent	Bachelor's degree or equivalent; up to 2 years of experience or equivalent	Bachelor's degree or equivalent; 3 but less than 5 years of experience or equivalent
<b>IMPACT</b>	Limited impact	Moderate impact	Moderate impact
<b>CONTACTS - INSIDE</b>	Assists others Cooperation of task completion	Provide guidance Coordinate activities	Provide guidance Coordinate activities
<b>CONTACTS - OUTSIDE</b>	Providing/receive guidance, advice or information that must be analyzed and developed by the position.	Providing and/or receiving guidance, advice or information that must be analyzed and developed by the position	Providing and/or receiving guidance, advice or information that must be analyzed and developed by the position
<b>CONTACTS - STUDENTS</b>	Occasional contact dealing with highly sensitive matters	Frequent contact dealing with confidential matters	Frequent contact dealing with confidential matters

<b>FACTOR PROFILE</b>	<b>11704 ASSISTANT COACH II, STRENGTH AND CONDITIONING, BAND D EX</b>	<b>11703 ASSISTANT COACH I, STRENGTH AND CONDITIONING, BAND E EX</b>	<b>11705 HEAD COACH, STRENGTH AND CONDITIONING, BAND F</b>
<b>SUPERVISION</b>	None	Provide on-the-job training, advice and counsel to other employees in a similar position	Provide day-to-day supervisory direction to employees within the department
<b>COMPLEXITY</b>	Occasionally adapt, combine or make improvements in an existing service, product, process or program. Work requires reasoning skills and judgment	Frequently adapt, combine or make improvements in an existing service, product, process or program. Work requires reasoning skills and judgment	Occasionally required to develop new, imaginative or innovative solutions, services, products, processes or programs. Duties generally involve many diverse and unrelated processes and methods. Work requires sophisticated reasoning skills
<b>LEVEL OF DECISION MAKING</b>	Responsible for assisting in and influencing decisions concerning policy-setting, research, planning, or students	Responsible for assisting in and influencing decisions concerning policy-setting, research, planning, or students	Responsible for assisting in and influencing decisions concerning policy-setting, research, planning, or students
<b>FREEDOM OF ACTION</b>	Directly affect an entire department Moderate effect on students	Directly affect multiple functional areas Limited effect on students and employees	Directly affect multiple functional areas Limited effect on students and employees
<b>EFFECT OF DECISION MAKING</b>	Direct supervision Standard work policies or established procedures guide activities	General supervision Some interpretation of established work policies and procedures is required	Very general supervision Requires interpretation of work policies and procedures, at times deviation from standard work practices
<b>WORKING CONDITIONS</b>	Normal working conditions, include no or limited exposure to hazardous conditions/materials/equipment, but do include outdoor activities in variable and/or inclement weather conditions, as well as typical travel conditions. Safety gear may sometimes be required	Variable working conditions including exposure to conditions which require cautious handling of animals or mildly toxic plants; chemicals or substances requiring careful use; or equipment requiring close attention. Safety gear may be required	Variable working conditions including exposure to conditions which require cautious handling of animals or mildly toxic plants; chemicals or substances requiring careful use; or equipment requiring close attention. Safety gear may be required