# STRENGTH & CONDITIONING COACH

JOB DESCRIPTION

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| POSITION | Strength & Conditioning Coach | REPORTS TO | Performance and Coaching Manager |
| STATUS | Part-time | DOCUMENT DATE | 2026 |

## POSITION PURPOSE

The Strength & Conditioning Coach is a visible representative of PISE and delivers safe, evidence-informed and individualized coaching across the full performance continuum - from general population health and fitness to performance individuals and teams. The role combines technical expertise, outstanding client service, strong relationship management and consistent operational standards to create inclusive, engaging and performance-focused training experiences.

## CORE ACCOUNTABILITIES

### PROGRAM DESIGN & COACHING

- Design and implement strength and conditioning programs for individual clients based on age, level, ability and goals.
- Design and deliver programs for community-based initiatives and teams.
- Design and deliver programs for sport specific individuals and teams.
- Provide coaching support, including spotting, exercise technique and movement-quality guidance.
- Coach individual personal training sessions as well as group based fitness classes

### TESTING & PERFORMANCE SUPPORT

- Provide equipment and fitness centre orientations.
- Collaborate and assist the strength and conditioning team regarding session programming and delivery to various groups and teams
- Lead and or assist with team and individual testing protocols

### CLIENT EXPERIENCE & RELATIONSHIPS

- Represent PISE with professionalism and consistently deliver excellent customer service.
- Build trusted relationships that support client engagement, satisfaction and retention.
- Respond to client questions and provide clear, practical guidance within scope of practice.

### FACILITY OPERATIONS & SAFETY

- Help ensure safety and appropriate conduct in the Fitness Centre.
- Complete room and equipment set-up and take-down.
- Support light cleaning and facility organization, including the High-Performance Gym and Regeneration Room.

## SERVICE SCOPE

**GENERAL POPULATION**
Inclusive, goal-based coaching that supports health, wellness and physical capacity.

**PERFORMANCE INDIVIDUALS**
Individualized strength and conditioning for developing and competitive athletes.

**TEAMS & PROGRAMS**
Coordinated programming, testing and service delivery for community and performance teams.

PACIFIC INSTITUTE FOR SPORT EDUCATION

JOB DESCRIPTION
**Strength & Conditioning Coach**

## KNOWLEDGE, SKILLS & ABILITIES

**CLIENT RELATIONSHIPS**
Build strong relationships grounded in trust, support and open communication.

**LEADERSHIP & INTERPERSONAL SKILLS**
Communicates professionally, leads confidently and connects effectively with diverse clients and colleagues.

**DRIVE & INITIATIVE**
Demonstrates self-direction, reliability and a proactive approach to service and program delivery.

**JUDGMENT & PROBLEM-SOLVING**
Analyzes issues and resolves problems using sound judgment and effective decision-making.

**TEAMWORK & ALIGNMENT**
Promotes collaboration and demonstrates commitment to PISE's mission, vision and organizational goals.

**PROFESSIONAL STANDARDS**
Maintains a safe, organized and client-centred training environment across all service areas.

## QUALIFICATIONS & EXPERIENCE

- Post-secondary degree or diploma in Kinesiology, Athletic Therapy, Sport Management, or a related field.
- NSCA, CSEP or BCAK certification preferred.
- Previous coaching experience with individuals and teams
- Current Standard First Aid and CPR/AED Level C certification.
- Current Police Information Check with Vulnerable Sector Screen.
- Experience working with competitive or high-performance athletes is considered an asset.
- Working knowledge of Microsoft Office and other basic computer applications.
- Demonstrated commitment to health, wellness and professional conduct.

## EMPLOYMENT DETAILS

REPORTS TO
**Performance and Coaching Manager**

HOURS PER WEEK **Part-time**