

# Director of Strength and Conditioning

## APPLICATION PROCESS AND HIRING TIMELINE INFORMATION

To apply for this position, you should submit:

1. [KWU Employment Application](#)
2. Cover letter,
3. Resume/curriculum vitae,
4. Three references,
5. Desired salary (may be entered on application)
6. Applicants must be eligible to work in the United States.
7. Please email your application materials to [hr@kwu.edu](mailto:hr@kwu.edu).

The timeline for filling this position is:

- Applications received by June 17, 2026, will be given priority. Applications will be taken until the position is filled.
- Interviews will begin when qualified applicants are identified and continue until a hiring decision is made.
- If the applicant advances to the interview process, you will be notified. No phone calls, please.
- The position starts as soon as July 6, 2026.

**KWU is an Equal Opportunity Employer and encourages diversity in employment.** We will check references of past employers and personal references. We will acknowledge receipt of your application as soon as we receive it.

**Location:** Athletics Department

**Position Summary:** The **Director of Strength and Conditioning** is responsible for designing, implementing, and overseeing strength and conditioning programs for all Kansas Wesleyan University athletic teams. This position manages the daily operations of the Everett Morgan Strength Training Center, collaborates with coaches and athletic training staff to enhance student-athlete performance and injury prevention, and serves as a position coach for the KWU Football program.

**Supervision:** Director of Athletics

**Work Schedule:** Full-time, flexible schedule around athletic team training sessions, practices, competitions, staff meetings, and university activities. Some evening and weekend work is required.

**Key working responsibilities:**

- **Strength & Conditioning / Coaching (45%):**
  - Design and implement comprehensive strength and conditioning programs for all athletic programs.
  - Instruct, teach, and coach student-athletes during scheduled weight room sessions.

- Collaborate regularly with head coaches and athletic training staff regarding student-athlete development and performance.
  - Conduct video analysis and instruction as a teaching and preparation tool.
  - Serve as a position coach for the KWU Football program.
  - Assist in injury prevention efforts through evidence-based strength and conditioning practices and strategies.
- **Facility Operations & Administration (40%):**
    - Oversee daily operations and upkeep of the Everett Morgan Strength Training Center.
    - Develop and maintain facility maintenance schedules and procedures.
    - Schedule and coordinate weight room usage among athletic programs.
    - Manage the fitness center budget.
    - Maintain and update strength and conditioning social media platforms.
    - Supervise fitness center staff, including student employees and graduate assistants as assigned.
    - Provide reports and documentation as requested by the Director of Athletics.
- **Other Duties (5%):**
    - Complete required reports, assist with other tasks assigned by the Athletics Director.

#### **Performance Goals:**

- Develop and maintain effective strength and conditioning programs that enhance athletic performance across all sports.
- Assist athletic programs in achieving competitive success, including top four finishes in the KCAC.
- Reduce athletic injuries through collaboration with athletic training staff and implementation of proven training methodologies.
- Foster positive mentoring relationships with student-athletes and contribute to student-athlete welfare.
- Ensure the strength training facility is safe, organized, and effectively managed.
- Contribute positively to the university community through leadership, service, and collaboration.

#### **Qualifications:**

- **Education:** Bachelor's degree required; Master's preferred.
- **Certifications:** First Aid/CPR, NAIA Champions of Character course, and Bloodborne Pathogen training within 60 days of hire.
- **Experience:** Minimum of one year of coaching experience; collegiate coaching experience preferred. Experience in training collegiate-level athletics. Experience in constructing strength and conditioning programs.
- **Skills:** Strong teamwork, organization, and alignment with the university's mission.

**Salary and Benefits:** Salary based on experience, with full-time employee benefits.