



Director of Performance and Sport Science

Example Job Description supplied by the NSCA

Hiring Term/Appointment: Full-Time Employee

Reports to: Senior Director of Athletic Performance (or equivalent)


General Job Description

The Director of Performance and Sport Science serves as the senior applied research scientist of the Athletic Department (or Organization). This position leads department research initiatives to identify critical qualities and metrics related to enhancing athlete performance, health and safety, and talent identification. The role oversees the delivery and implementation of sport science services across all integrated support team (IST) disciplines and is capable of influencing athlete performance planning, resources, and organizational processes through data collection, coordination, and analysis.

In addition, the Director of Performance and Sport Science possesses a broad understanding of IST specialties (i.e., strength and conditioning, sports medicine, nutrition, mental performance, etc.), in order to effectively provide leadership and support in a collaborative high-performance sport environment. The role requires frequent interaction with athletes, sport coaches, IST staff, department heads, and senior administration, in addition to the ability to develop and provide educational resources as needed, and to mentor and supervise multiple staff.

Essential Duties and Responsibilities

1. Provide strategy and oversight to sport science services and research, validation, and integration of testing protocols across performance disciplines.
2. Develop testing battery protocols in collaboration with other IST performance disciplines.
3. Deliver actionable insight into player evaluation and development.
4. Supervise the development of performance and sport science resources.
5. Identify and budget priority needs for equipment, staff, and training.
6. Identify key performance indicators (KPIs), in collaboration with sport coaches and other IST performance disciplines, and oversee the processing and communication of data (i.e., collection, upload/entry, filtering, modeling, interpretation, and reporting).
7. Develop benchmarks (e.g., normative data) of attributes needed for athletic success.
8. Regularly complete performance audits to determine progress, gaps, needs, and areas for improvement against KPIs.
9. Develop and improve data collection protocols for current and new assessments.

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10. Ensure that the appropriate safety protocols and techniques are followed during testing and monitoring sessions.
 11. Manage and administer safe, legal, and ethical practices for the dissemination of athlete, team, and related institutional performance data.
 12. Organize and deliver educational workshops, seminars, webinars, etc.
 13. Lead, manage, supervise, and educate the Performance and Sport Science Staff.

Peripheral Duties and Responsibilities

1. Support department initiatives identified by senior administration, to include creating budget strategies and fundraising/development initiatives.
2. Collect and archive sport science literature to support department initiatives.
3. Support sport system-level projects to inform common practice.
4. Collaborate with sport coaches and team staff to support, develop, and inform talent identification processes.
5. Advise and develop organizational best practices to further advance and integrate sport science protocols into team processes, training programming, and periodization strategies.
6. Maintain relationships with sport science technology vendors.
7. Oversee and maintain inventory, supplies, equipment, and allocated training spaces (e.g., performance and sport science laboratory).

Qualifications

1. Master's degree in exercise science, sports science, or related field.
 - a. Doctoral degree preferred
2. Minimum 5 years relevant work experience with high-level sport or tactical athlete populations.
 - a. Sport performance settings
 - b. Strength and conditioning
 - c. Applied research experience (e.g., university setting)
3. Expert knowledge of kinesiology, strength and conditioning, and performance principles.
4. Advanced professional certification required.
 - a. NSCA-CPSS required (or ability to obtain within 180 days of hire date)
 - b. As a position of influence on exercise prescription, including workload management and the application of performance data, suitable/relevant certification (e.g., NSCA-CSCS), and/or professional license, are required at the time of hire.
 - c. Certified professional liability insurance is required upon hire
5. Experience in data analysis and reporting.
 - a. Experience in data analysis and statistical software (e.g., Excel, SPSS, R, Tableau, SQL, MATLAB, etc.)
6. Proficiency with sport science technology (e.g., GPS monitoring, heart rate, force plates, EMG/signal processing, etc.).



Physical Requirements

- Ability to demonstrate the appropriate skills and techniques to be used by athletes to participate in athlete testing and/or their particular sport(s). Sitting, standing, lifting and carrying (up to 50 pounds), reaching, squatting, climbing stairs, kneeling, and moving equipment/boxes (up to 50 pounds).
- Position involves a combination of indoor sedentary work, active demonstration, and outdoor coaching support activities.
- Reasonable accommodations may be made to enable individuals with disabilities to perform essential job functions.

Safety and Health Requirements

1. Current standard first aid, cardiopulmonary resuscitation (CPR), and automated external defibrillation (AED) certifications.
2. Knowledge of universal hygiene precautions.
3. Knowledge of current NSCA Strength and Conditioning Professional Standards and Guidelines.

Equipment/Materials Handled

- Must be able to safely operate and oversee staff training related to strength training equipment, athlete testing and monitoring devices, and safety equipment, including automated external defibrillator (AED).
- Ability to work on a computer for long periods, and communicate with individuals and/or groups by telephone, video call, email, and face to face.

Work Environment

Must be able to work within various degrees of noise, temperature, and air quality. Work surfaces will vary from concrete to grass to hard wood floors. Job responsibilities require both inside and outside assignments. Interruptions of work are routine. Flexibility and patience are required. Must be self-motivated and able to complete job assignments independently without direct supervision. Evening and weekend work may be expected. May make site visits when needed and appropriate. Must be able to work under stressful conditions.

Other Duties

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. Other duties may be assigned by supervisor, as required.