



## Position Description

### Contract Baseball / Softball Strength & Conditioning Coach

*(Independent Contractor – 1099)*

#### Organization

**Patriots Performance Training Center (PPTC)**

#### Position Type

Independent Contractor (1099)

This position does **not** constitute employment.

#### Role Purpose

The Contract Baseball / Softball Strength & Conditioning Coach provides age-appropriate athletic performance training designed to support baseball and softball athletes' strength, speed, mobility, coordination, and injury resilience. Coaches are engaged for their applied performance expertise and deliver programming that complements sport-specific skill development while aligning with PPTC training standards, safety expectations, and long-term athlete development principles.

#### Scope of Services

Contract Strength & Conditioning Coaches may be engaged to deliver one or more of the following services, based on qualifications and program needs:

- Athletic performance training for baseball and softball athletes (e.g., strength, speed, agility, power, mobility, coordination)
- Movement preparation, warm-up, and recovery protocols



- Age-appropriate strength training and foundational lifting instruction
- Injury-risk reduction and movement quality development
- Small-group or individual performance training sessions
- Team-based conditioning programs or seasonal performance blocks
- Camps, clinics, or supplemental performance programming

The specific scope, frequency, and duration of services will be defined in a separate **Independent Contractor Agreement** or written engagement addendum.

## **Key Responsibilities**

- Plan and deliver safe, effective, and developmentally appropriate strength and conditioning sessions
- Design and implement performance training that supports baseball and softball demands
- Teach proper movement mechanics, lifting techniques, and progressions
- Emphasize athlete safety, movement quality, and long-term development
- Maintain a positive, professional, and athlete-centered training environment
- Enforce facility rules, safety protocols, and athlete conduct expectations
- Communicate professionally with athletes, parents/guardians, and PPTC leadership as needed
- Promptly report safety concerns, injuries, or incidents
- Protect confidential athlete and organizational information
- Represent the Patriots brand in a manner consistent with organizational values and conduct standards

## **Required Qualifications**



- Demonstrated experience training youth or adolescent athletes in a performance or conditioning setting
- Strong understanding of age-appropriate strength and conditioning principles
- Knowledge of movement mechanics, injury-risk awareness, and safe progression
- Ability to manage individuals and small groups safely and effectively
- Strong communication and interpersonal skills
- Ability to maintain appropriate professional boundaries with athletes and families
- Legal authorization to work in the United States

## **Preferred Qualifications (Role-Dependent)**

- Strength & conditioning or athletic performance background specific to baseball and softball
- Experience designing programs for rotational athletes
- Relevant certifications (e.g., CPR/First Aid, strength & conditioning or performance credentials)
- Prior experience working in training facilities, academies, or organized sports programs
- Collegiate or advanced competitive athletics experience (playing or coaching)

## **Independent Contractor Status**

Contract Strength & Conditioning Coaches:

- Operate as independent contractors and control how services are performed
- Provide their own professional expertise, programming approach, and judgment
- Are responsible for all applicable taxes, insurance, and business expenses



- Are not eligible for employee wages, benefits, or guaranteed hours
- May provide services to other organizations, subject to conflict-of-interest standards

## Compliance & Safeguarding Requirements

All Contract Strength & Conditioning Coaches must:

- Successfully complete required background checks
- Maintain current CPR/First Aid certification (if applicable to the role)
- Comply with PPTC safeguarding, supervision, and youth-protection policies
- Adhere to all applicable laws, regulations, and facility rules

## Physical & Environmental Requirements

- Ability to demonstrate athletic movements, lifts, and drills
- Ability to stand, move, coach, and observe athletes in an indoor training environment
- Ability to lift, move, and set up training equipment safely and as needed

## Engagement & Scheduling

- Coaching engagements are scheduled by mutual agreement
- No minimum hours or guaranteed volume of work
- Sessions may include evenings, weekends, or seasonal peak periods

## Agreement Acknowledgment

Engagement in this role is contingent upon execution of an **Independent Contractor Agreement**, completion of required compliance documentation (including IRS Form W-9), and approval by Patriots Performance Training Center leadership.