

Job Title: Youth Competitive Novice Coach



Summary

The Novice Boys Coach leads the Novice/U17 boys team, the entry point for CRI's highly regarded Youth Competitive program. Reporting to the Director of Youth Development, the Coach is responsible for all aspects of the Novice/U17 program, from developing and executing team strategy and training programs, to providing leadership of the team and coaching staff, to managing the administrative aspects of the program. The Novice Boys Coach works in close coordination with the Varsity Boys Coach to support consistent approaches to rowing technique, coaching style, training philosophy, team culture, and values and priorities that will enable smooth transition to the varsity program.

The Competitive Novice/U17 boys program embodies CRI's belief that the sport of rowing provides unique opportunities to promote personal and community growth through teamwork, discipline, and physical fitness. CRI Novice student-athletes gain knowledge and fitness while building the skills and awareness of competitive high school rowing and racing. The program strives to give every student-athlete in the program a transformative experience that fosters a love of rowing, a sense of agency, and values such as resilience, sportsmanship, and respect for all individuals.

CRI has identified the following as core organizational values, and seeks to imbed them in our culture and in our organizational priorities:

- Diversity
- Belonging and Respect
- Personal Growth
- Resilience

Areas of Responsibility

- Coaching:
 - Create and manage an annual team plan for the team's fall and spring racing seasons, as well as a winter training program (including offsite winter training trip), and a summer racing program open to rowers from outside of CRI, in collaboration with the Director of Youth Development and coordination with other members of the Youth Competitive coaching team
 - Teach a wide range of athletes with various athletic experience and backgrounds toward a high level of rowing competency through a rigorous and safe training and racing schedule
 - Coach student-athletes in areas of teamwork, leadership, fitness, injury prevention, goal setting and mental preparation. Prepare student-athletes to surpass their perceived limitations in competitive racing
 - Promote a team environment that is aligned with CRI's values and conducive to physical and mental health and short- and long-term goal setting, with a focus on the physical and mental development of each student-athlete
 - Ensure compliance with USRowing and CRI rules and regulations for all athletes and staff
 - Ensure compliance with the rules of rowing on the Charles River and/or any other watersheets on which the team practices or races
- Athlete Recruiting:
 - Recruit seasonally appropriate numbers of student-athletes to participate in the Novice/U17 programs through outreach and recruiting events
 - Participate in CRI's short- and long-term efforts to engage and recruit athletes from underrepresented populations
- Staff Management
 - Identify coaching requirements and recruit, hire, and oversee Novice Assistant Coaches.
 - Provide a high quality professional experience for Assistant Coaches, with a focus on clear expectations, an appropriate degree of management to ensure that standards are met and goals are accomplished, and explicitly support opportunities for professional development and mentoring

- Ensure a positive and professional work environment for the Novice coaching team as well as all other coaches in line with CRI's values
- Equipment and Scheduling
 - Ensure appropriate equipment management, care of equipment and fine-tuning rigging for crews
 - Coordinate with other coaches and the Equipment Manager to ensure effective management of all CRI resources (boats, oars, ergs, weight room access, meeting spaces)
- Travel & Racing
 - Coordinate with Equipment Manager to ensure that race calendar, equipment needs, and trailer logistics are communicated in a timely manner
 - Collaborate with the Director of Youth Development and other Head Coaches to organize athlete travel and logistical needs
 - Communicate details of race and travel logistics to parents and chaperones in a consistent and timely manner
- Development
 - Actively participate in CRI's community and relationship-building activities
 - Support CRI's fundraising initiatives as directed by development staff or the Executive Director
 - Create and maintain positive relationships with parents through consistent, professional communication that respects the needs of student-athletes and their families

Skills and Attributes

- Demonstrated experience in the fundamental skills required to coach a competitive team
 - Required experience in coaching sweep rowing, with a focus on technique, fitness and safety. Sculling coaching experience is beneficial
 - Ability to plan, organize and teach to an organized and well thought out training plan
 - Ability to appropriately rig all the classes of sweep boats for this age group. Sculling rigging skills are recommended but not required
 - Experience in launch handling and basic use/care
- Enthusiasm for working with young/high school-aged student-athletes, and an understanding of their unique physiological and psychological needs
- An instinct for planning ahead, paired with an ability to solve practical problems and deal with a variety of variables in a broad range of real time situations
- Superior leadership, planning, interpersonal, organizational and mentoring skills
- Excellent written and verbal communication skills
- A preference for working collaboratively
- Enthusiastic alignment with our mission and values

Reports to: Director of Youth Development

Direct Reports: Novice Assistant Coaches

Physical Requirements:

- Ability to step on uneven surfaces to safely move between all water vessels and docks
- Ability to lift a 30lb. gas tank for every outing and carry it to and from the boathouse
- Ability to project your voice with assistance from a power megaphone
- Ability to stand for extended periods in adverse weather conditions on water and on land
- Ability to work long hours, weekends and holidays as necessary

To Apply

- Send a cover letter and resume to: Careers at Community Rowing - careers@communityrowing.org

About CRI

Community Rowing Inc. (CRI) is a nonprofit organization in Brighton, MA dedicated to the belief that the sport of rowing provides a powerful tool to promote personal and community growth. CRI delivers after-school programs to

public school youth and provides and promotes health and fitness opportunities to community members of all physical and cognitive abilities and ages in the Greater Boston area. Community Rowing Inc. was founded by U.S. Olympic and National Team rowers with the goal of growing and diversifying the rowing community and securing public access for the sport on the Charles River. Today CRI is the largest and most active community rowing organization in the United States.

CRI provides equal employment opportunities to all applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. CRI complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training. Additionally, Community Rowing Inc. expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status.