



JOB POSTING:

Community Rowing is accepting applications for the position of Boys Competitive Head Coach.

The Boys Head Coach is responsible for CRI's Boys Competitive team, and reports to the Director of Youth Development. The Head Coach is responsible for the safety of the student-athletes, and for creating an environment that fosters a love of rowing and promotes a growth mindset. The Head Coach embodies CRI's mission by exemplifying sportsmanship and respect for all individuals, and also by fostering a strong sense of community both within their own team and with the larger CRI community. CRI Varsity student-athletes gain an experience of the values that are the basis for strong global citizens, human connection, as well as the tools to maintain lifetime physical and mental health.

This is an exempt full time, salaried leadership position at CRI.

For a full summary of the position, please go to "Join the Team" on the CRI website.

Benefits include:

- Voluntary medical, dental, eye and mental wellness
- Health Reimbursement Account; Flexible Spending
- 401(K) plan up to 5%
- CRI covered cell phone and data plan
- Laptop replacement
- Blue Ocean Megaphone
- Starting 5 weeks of paid time off
- Parental Leave
- And more...

How to Apply: Qualified applicants should send a cover letter and resume to careers@communityrowing.org. Please place "CRI Boys Competitive Head Coach" in the subject line.

Additional Information About CRI: CRI is 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 as well as promoting health and fitness opportunities to community members of all physical and cognitive abilities and ages in the Greater Boston area.

CRI provides equal employment and fair chance hiring opportunities to all applicants 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. This 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.

JOB DESCRIPTION

Job Title: Competitive Boys Head Coach

Summary:

The Varsity Boys Head Coach is responsible for CRI's Youth Competitive team, and reports to the Director of Youth Development. The Head Coach is responsible for the safety of the student-athletes, and for creating an environment that fosters a love of rowing and promotes a growth mindset. The Head Coach embodies CRI's mission by exemplifying sportsmanship and respect for all individuals, and also by fostering a strong sense of community both within their own team and with the larger CRI community. CRI Varsity student-athletes gain an experience of the values that are the basis for strong global citizens, human connection, as well as the tools to maintain lifetime physical and mental health.

Areas of Responsibility:

Coaching:

- Supervise and implement safe training, racing and community environments for the Boys program (Varsity and Novice/U17)
- Develop year round practice plans – from seasonal training cycles to daily practice planning and organization of staff and resources, providing guidance and direction to the Novice Coach to align program goals
- Promote a team environment that is conducive to physical and mental health with a focus on the development of each student-athlete
- Teach a wide range of athlete skills to a high level of rowing competency through a rigorous training and racing schedule.
- Teach student-athletes a high level of teamwork, leadership, fitness, injury prevention, goal setting and mental preparation
- Treat athletes equally regardless of rowing skill or boating position
- Prepare student-athletes to surpass their perceived limitations in competitive racing.

Recruiting

- Seasonally appropriate numbers of student-athletes to participate in the Varsity programs, with oversight and direction of the Novice and Development programs
- Organize and oversee outreach and recruiting events
- Communicate to local high school and middle school student athletes

Management:

- Manage and hire the coaching staff for the Varsity and Novice Boys Competitive program.
- Communicate team goals and direction, setting clear expectations for programmatic success with the Novice Coach and other coaches on staff
- Manage assistant coaches by exercising an appropriate degree of management to ensure that standards are being met and goals are being accomplished.
- Advocate for the advancement of staff professionally through mentoring and support for professional development opportunities.
- Ensure compliance with all 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

Equipment and Scheduling

- Manage equipment, care of equipment and fine-tuning rigging for crews
- Coordinate effectively with the other Youth Head Coach and Equipment Manager to ensure the most effective management of all CRI resources (boats, oars, ergs, weight room access, meeting spaces)
- Promote a culture of equipment care within the team

Travel & Racing

- Coordinate with Equipment Manager to ensure that race calendar, equipment needs, and trailer logistics are communicated in a timely manner
- Organize athlete travel and transportation needs for the entire CRI Youth Competitive Team within budget by collaborating with other Varsity coach and the two Novice Coaches
- Communicate details of race and travel logistics to parents in a consistent and timely manner
- Collaborate closely with parent volunteers for race logistics and food

Development

- Actively participate in CRI's community and relationship-building activities
- Support CRI's fundraising initiatives as directed by the Director of Development, development staff
- Create and maintain positive relationships with parents through consistent, professional communication that respects the needs of student-athletes and their families

Skills and Attributes

- Superior leadership, management, interpersonal, organizational and mentoring skills
- Excellent written and verbal communication skills
- Proven ability to work with others collaboratively and effectively, including sharing space and equipment with other CRI programs
- Creative self-starter who is energized by sharing our mission and message to our community in an approachable, positive and enthusiastic manner
- Ability to solve practical problems and deal with a variety of variables in a broad range of real time situations
- Understanding of the physiological and psychological needs of young/high school aged student-athletes
- Plan, organize and teach to an organized and well thought out training plan in a highly collaborative environment
- Teach sweep and sculling technique safely and effectively
- Ability to appropriately rig all the classes of sweep and sculling boats to this age group

Reports to: Director of Youth Development

Direct Reports: Varsity 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