

**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 Operations. 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 Intermediate 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 development staff or 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**

- 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