

**Job Title:** RowBoston Head Coach



**Summary:**

The RowBoston Head Coach is a member of CRI's Youth Development staff and is responsible for CRI's outreach program, RowBoston: Boston Public Schools' competitive, scholastic rowing team. The Head Coach is responsible for the safety of the student-athletes, and for creating an environment that fosters transformative change and self-development through a love of rowing and 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. RowBoston student-athletes gain the values that are the basis for becoming strong global citizens and cultivating human connection, as well as the tools to maintain lifetime physical and mental health, and, become competitive athletes

**Areas of Responsibility:**

Coaching:

- Supervise and implement safe training, racing and community environments for all levels of the RowBoston program
- Develop year round practice plans and race scheduling – from seasonal training cycles to daily practice planning and organization of staff and resources, providing guidance and direction to the assistant coaches to align program goals, from wellness to competition
- Promote a positive team environment that is conducive to physical and mental health with a focus on the development of each student-athlete
- Teach teamwork, leadership, fitness, competitive performance, injury prevention, goal setting and mental preparation to a wide range of student-athletes
- Treat athletes equally regardless of rowing skill or boating position
- Use empathy and accountability to engage with athletes and families, emphasizing clear communication and forethought for scheduling, attendance, and athlete development
- Communicate effectively and as appropriately with athletes and families about scheduling, program updates, and other program details

Recruiting

- Recruit a seasonally appropriate number of student-athletes to participate in the RowBoston program from CRI's Learn To Row programming and CRI's Middle School Indoor Rowing program as well as within current participating schools
- Organize and oversee outreach and recruiting events in BPS schools and at PTA meetings
- Follow up with local high school and middle school student athletes after recruiting events
- Support BPS Middle School Indoor Rowing programming to maintain strong relationships across the BPS system to recruit new members to after school teams and events with RowBoston

## Management:

- Manage and hire the assistant coaching staff
- Communicate team goals and direction using athletes' input, setting clear expectations for programmatic success with the group 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 guidelines, 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
- Ensure that accurate attendance, accountability, fitness benchmarks are kept each season and are reported effectively to CRI development staff
- Report program metrics to various partner organizations
- Oversee organization of students' academic support with RowBoston's tutor network within Harvard university and other volunteers

## Equipment and Scheduling

- Manage equipment, care of equipment and fine-tuning rigging for crews
- Coordinate effectively with the other Youth Head Coaches 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 sharing and care within the team and the community

## Travel & Racing

- Coordinate with transportation company (FirstStudent) to plan athlete transportation schedule for practices and communicate with their dispatch office when necessary as well as van drivers for athlete pickups as necessary
- 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 within budget internally and externally
- Communicate details of race and travel logistics to parents in a timely manner
- Collaborate closely with parent volunteers for all race logistics (e.,g food, parent volunteer management, etc)

## Development

- Actively participate in CRI's community and relationship-building activities
- Support CRI's fundraising initiatives as directed Create and maintain positive relationships with parents through consistent, professional communication that respects the needs of student-athletes and their families
- Collect and report accurate program and participant data to the Development staff, and others as necessary

Other duties as assigned

## **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 sculling technique safely and effectively
- Ability to appropriately rig all the classes of sculling boats to this age group
- Exemplify empathy, patience, and underlying care for each and every athlete and their family

**Reports to:** Director of Youth Development

**Direct Reports:** Row Boston 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