

Job Title: Row Boston Head Coach



Summary:

The Row Boston Head Coach is a member of CRI's Youth Development efforts and is responsible for CRI's Row Boston scholastic 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. Row Boston 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 all levels of the Row Boston program
- 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 assistant coaches to align program goals
- 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, injury prevention, goal setting and mental preparation to a wide range of student-athletes
- Treat athletes equally regardless of rowing skill or boating position

Recruiting

- Recruit a seasonally appropriate number of student-athletes to participate in the Row Boston program
- Organize and oversee outreach and recruiting events
- Communicate to local high school and middle school student athletes
- Support relevant BPS middle school programming to maintain strong relationships across the BPS system to recruit new members to after school teams and events with Row Boston

Management:

- Manage and hire the assistant coaching staff
- Communicate team goals and direction, setting clear expectations for programmatic success with 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 development staff.

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

Travel & Racing

- Coordinate van drivers for athlete pickups, ensuring that safety requirements are met
- 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 consistent and 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 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
- 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 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 Operations

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