

## **Senior Manager of Coaching Education - New position, unfilled**

### **Summary**

The Senior Manager of Coaching Education is responsible for the functional leadership of CRI's coach education and engagement efforts. In collaboration with the Director of Special Projects, the Senior Manager of Coaching Education will manage CRI's coaching education efforts including the Institute of Rowing Leadership, professional development and overall experience of CRI coaches and our overall coach education efforts.

### **Goals of the Senior Manager of Coach Education**

- Oversee the strategic planning and execution of new approaches to the Institute for Rowing Leadership
- Plan and execute new strategies to ensure the smooth functioning of coaching education initiatives regarding onboarding new hires, current seasonal coaching staff and full time coaches.
- Ensure all coaching education efforts are effectively planned, scheduled, and executed

### **Areas of Responsibility**

#### **Revise and Redesign and Strategic Oversight of the Institute for Rowing Leadership**

- In collaboration with with senior leadership, evaluate the future of the IRL with regard to key strategic initiatives including, recertification, revision of the pedagogical and financial model
- Explore and execute strategic partnerships with appropriate post graduate coaching education or leadership programs
- Prepare future operations to begin in FY 2022 in collaboration with with senior leadership

#### **CRI Coach Learning & Professional Development**

- Ensure that CRI coaches thrive and are provided learning/professional development opportunities throughout the program year, including regular coaching surveys/evaluations, assessment of special events like the What Works Summit or other professional development opportunities
- Manage the Coach Education Coordinator to organize feedback including, support of decision making at practices, coaching curriculum and generally improve the professionalism of our coaching workforce
- Support and direct an environment of learning and growth for coaches, especially in difficult or challenging circumstances with regard to decision making, safety and compliance

#### **Coaching Curriculum Oversight**

- Regularly meet with coaches to support and assure coaching education objectives are met
- Support dialogue and relationship building with coaches across CRI
- Work with experienced coaches to develop curriculum guidelines and goals for recreational programs, in line with CRI's programmatic objectives
- Regularly review coaching curriculum and effectiveness of CRI coaches to look for potential areas of improvement, and ensure compliance with program curriculum/objectives

- Engage coaches in efforts to maximize retention and progression of athletes across CRI programs

### **Compliance**

- Ensure that all new coaches are promptly and accurately CRI certified and complete onboarding requirements as appropriate
- Enforce certification requirements with existing staff to ensure that all certifications are up to date, and that they are aware of any soon-expiring certificates
- Ensure compliance with all USRowing and CRI rules and policies for staff and athletes
- Support compliance with the rules of rowing on the Charles River, and/or any other watersheets on which teams row or race

### **Safety**

- Respond to suggestions and/or safety issues in a timely and professional manner
- Leverage complaints/issues to improve training, program execution and/or policies

### **Perform other duties as assigned, including coaching CRI programs as needed**

### **Skills**

- Strong strategic, leadership, interpersonal, organizational, communication and mentoring skills
- Proven ability to work with others, sharing space and equipment with others at CRI
- Strong capacity to plan, organize and communicate in an organized and professional manner
- Work in a fast paced and dynamic work environment
- Prior programming experience in coaching education strongly recommended

**Reports to:** Director of Special Projects

### **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 work for extended periods in adverse weather conditions on shore and in boats
- Ability to lift and move rowing shells and equipment as practical
- Ability to project your voice with assistance from a power megaphone