

## **Community Rowing is hiring Full Time and Part Time Coaches**

Coaching pay starts at \$20/hour and our coaches can make up to \$50/hr depending on their experience and programmatic assignments.

Coaching opportunities include a lot of flexibility depending on candidate interest and programmatic availability:

- **Times:** Positions are available mornings starting from 5am to 8am and then throughout weekdays until 9pm. Weekends from 6am to 8am and then to 4pm.
- **Hours:** Our coaches are paid for every hour they are expected to work including prep time for programs. Coaches can work as few as 4 hours a week up to 40 hours (CRI pays 1.5x for overtime, including race travel, with approval)
- **By program:** Opportunities for coaching currently include sweep rowing or sculling or both and are currently available in the following programs:
  - Competitive Adult - part time, full year assignment
  - Learn to Row and Recreational Adult
  - Competitive and Recreational Youth
  - Para (many coaches gain valuable training and experience at CRI learning the ropes of coaching for our para programs)
  - Military and Veterans programs
  - Corporate Rowing and fun corporate events hosted at CRI
- **Seasonal Commitment:** Our part time coaches can work for as short a period as the spring, summer or fall or the full rowing season (March to Halloween). Our full time staff work 12 months. We do ask coaches to make seasonal commitments.
- **Training and support:** CRI provides coach training to all of our staff, and provides the opportunity to learn from a number of experienced coaches in a lively and curious rowing environment. The coaching staff is supported by an administrative staff, on-site repair shop/full time fleet support, and works among a fleet of over 110 rowing shells (all but 10 will be brand new boats by end of 2022!)
- Full Time Benefits Include:
  - Full Health - Medical, Dental, Mental/Wellness, Eye Care
  - 401K - full vesting on day one of employment
  - 3 weeks starting vacation as well as paid week between Dec 25 and Jan 1
  - Free mobile phone (and replacement as needed) and plan payment coverage
  - Free Coaching Education and professional development including free fellowship in the Institute for Rowing Leadership
  - Free Boat Storage (singles only)
  - Being surrounded and embraced by incredible people in a dog friendly environment!

CRI Coaches are leaders who strive to provide our athletes safe, healthy and challenging rowing experiences. CRI Coaches exemplify our principles of respect for all individuals while fostering team spirit and community. Under our coaches' guidance, athletes will build fundamentals of rowing skill, fitness and connection to the CRI community. The scope of our coaching position's focus is broad, spanning many programs at CRI. As such, the CRI Coaches collaborate across the spectrum of CRI's programs and operations to ensure we fulfill our mission, values and aspirations.

**How to Apply:** Qualified applicants should forward a resume and cover letter. Please email to [careers@communityrowing.org](mailto:careers@communityrowing.org). Please place "CRI 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 providing and promoting health and fitness opportunities to community members of all physical and cognitive abilities and ages in the Greater Boston area. Community Rowing Inc. was founded by U.S. Olympic and National Team rowers with the goal of growing and diversifying the rowing community and securing public access for the sport on the Charles River.

CRI provides equal employment opportunities and fair chance hiring to all applicants for employment 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 in every location in which the company has facilities. This policy 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.