



**Job Description:**

Assistant Coach - Juniors, Northampton Community Rowing, Northampton, MA

Reports To: Director of Programs

Schedule: Part-time, seasonal

Salary: Commensurate with experience within the range of \$15 - \$25 an hour

**Organizational Description:**

Northampton Community Rowing (NCR), a premiere rowing club in western Massachusetts is accepting applications for an assistant crew coach for the fall 2022 season and beyond.

NCR maintains a roster of 70 Junior and Master rowers and is located on the grounds of the Connecticut River Greenway Riverfront Park in downtown Northampton, Massachusetts. NCR is a community-based and volunteer-driven organization, dedicated to enhancing the sport of rowing for youth and adults throughout the Pioneer Valley by creating an environment that challenges, inspires teamwork, sportsmanship, athleticism and camaraderie through competitive and recreational opportunities. NCR boasts a year-round community program that serves a strong youth and adult rowing program.

**Northampton Community Rowing's mission is to:**

- Develop sportsmanship, fitness, rowing skills, teamwork, friendship, cooperation and enjoyment for adults through safe and challenging rowing activities.
- Enable and promote athletic and personal achievement for adult and youth rowers as team members and individuals.
- Develop the leadership skills of young people and adults, and the organizational capacity to endure and thrive.

- Promote stewardship of the Connecticut River as a recreational and environmental resource.
- Encourage the development of facilities, river access, and programs that benefit community rowing activities.

**NCR has coaching openings in:**

- Masters' Sculling 5:30 am - 7:30 TR
- Juniors Sweep Team 4:15 pm - 6:30 M-F
- Masters Learn to Row 5:30 am-7:30 TR

**Job Description**

The Assistant Coach is chiefly responsible for helping the Head Coach/Program Director with developing the direction and long-term development of NCR's rowing program and will report to the Head Coach / Program Director. The assistant coach will be typically responsible for their assigned athletes, however may be asked to work with any or all of the junior team depending on daily team needs.

Multiple part-time/hourly positions could be combined or separate depending on the candidate's ability, experience and schedule.

**Specific responsibilities include but are not limited to:**

- Work collaboratively with the Head Coach and coaching staff to develop and present consistent leadership
- Develop and implement a training plan that addresses the physical, mental, and technical development of rowers
- Foster a culture of respect, safety, empowerment and sportsmanship
- Supervision and instruction of rowers during all practice activities
- Supervision and instruction of rowers during all competitions
- Ability to create a safe, exciting and competitive training environment
- Help maintain equipment, equipment inventories, and prioritize equipment needs
- Collaborate with coaching staff to recruit athletes from local schools to increase the size and competitiveness of the team
- Communicate well with all stakeholders (staff, board members, athletes, parents, community members)
- Self-motivated, creative problem-solving skills and willingness to complete any task

**Requirements for the position of Assistant Coach include:**

- Strong understanding of sculling technique, and ability to communicate effectively and creatively
- Availability for practices and competitions
- Successful completion of a criminal background check
- CPR & First Aid certification and/or training is required within one month of hire
- Possess a driving license and safesport certificates (can all be obtained before 1st day)
- Compliance with all NCR and USRowing policies and procedures

**Physical Qualifications:**

- Standing and / or sitting for long periods of time.
- Regularly required to listen, direct, and speak.
- Position requiring mobility, including bending, lifting (up to 50 lbs.), pushing, walking.
- Use of legs, arms, hands and fingers to manipulate rowing equipment, docks and boats motors, computers and office equipment.

**Working Environment:**

- The position may require working with high levels of noise and extreme temperatures at times.
- The environment may be stressful and hectic at times with frequent interruptions.
- The employee will work outdoors (may include inclement weather) during the rowing season.

**Limitations and Disclaimer:**

The above job description is meant to describe the general nature and level of work being performed; it is not intended to be construed as an exhaustive list of all responsibilities, duties and skills required for the position. This job description reflects administration's assignment of essential functions; and nothing in this herein restricts administration's right to assign or reassign duties and responsibilities to this job at any time. All job requirements are subject to possible modification to reasonably accommodate individuals with disabilities. Some requirements may exclude individuals who pose a direct threat or significant risk to the health and safety of themselves or

other employees. This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instructions and to perform other job-related duties requested by their supervisor in compliance with Federal and State Laws. Requirements are representative of minimum levels of knowledge, skills and/or abilities. To perform this job successfully, the employee must possess the abilities or aptitudes to perform each duty proficiently. Continued employment remains on an “at-will” basis

To apply please send cover letters and resumes to Michael Foley, Program Director, [mfoley@hampcrew.com](mailto:mfoley@hampcrew.com)