



Position: Coach & Advocate
Reports to: Dorchester Site Director
Position Type: Full-Time (Part-Time also available)
Compensation: \$20,000-\$30,000 base salary, plus coach income

ICW Overview: ICW's mission is to reduce gun violence by amplifying the voice and agency of people who have been most impacted by systemic racism and mass incarceration. We partner with program participants through case management and careers in and beyond personal training. Individuals are elevated as experts in fitness and the social issues they've lived. ICW is a culture and community in which power dynamics are flipped, social capital is bridged, and new leaders emerge in the fight to combat long-standing inequities.

Key Responsibilities: Coaching

- Guide students through the ICW certification
- Design and lead workouts for students and clients
- Lead/supervise weekly off-site Corporate Trainings with students
- Coordinating with team on Corporate Training schedule
- Provide consultations and re-evaluations for ICW training clients (additional funding available for these)
- Oversee the safety and relevance of all exercise
- Engage students in workouts and recreational activities
- Facilitate relationship building between clients and students
- Evaluate and document student progress towards certification(s)
- Assisting with front desk check in and sales
- Assist students on caseload with identifying housing and employment opportunities
- Engage students in workouts

Key Responsibilities: Advocacy

- Neighborhood and institution outreach (including Department of Corrections, County Jail and House of Correction, DYS and Offices of Probation) to connect with youth and families in need of services
- Working as part of a team of case managers along with other Local, State and Community Based Organizations & Partners to developmentally support clients who are in the community as well as those that are re-entering from custody.
- Providing "client centered holistic", case management services which includes intake, needs assessments, development of Individualized Achievement Plans (IAP), case conferencing, provide information and referrals for individuals in need of services such as employment, education, behavioral health, housing, health and other relevant stabilizing efforts that benefit the client.
- Assure timely and accurate documentation of all case management services. Work alongside ICW staff and manage an individual caseload through a team approach of a minimum 20 students and no more than 30 students.
- Screen potential clients for appropriate services.
- Collaborate with community partners to aid in the continuity of care for service users.
- Provide non-judgmental support, crisis intervention, conflict resolution, referral, and advocacy.
- Maintain client confidentiality and anonymity where appropriate.
- Maintain the confidential client data base, including collection and recording of accurate statistics.



- Conducting follow-up with youth and families.
- Attend developmental appointments with clients.
- Attend court appearances with clients.
- Attend meetings as required by ICW.
- Attend training relevant to the position.
- Other related duties as assigned.

Qualifications:

- Valid driver's license
- At least 1-3 years of experience in a field related to fitness
- A certification related to fitness (NASM, ISSA, ACE, etc)
- Willing and able to be coached, including the ability to take feedback, adjust behavior as needed, and the openness to be teachable

Benefits:

- Full-time employees (30+ hours/week) eligible for monthly health insurance reimbursements and a Simple Matching IRA plan*
- Free 3rd party support in identifying an independent health insurance plan that best fits your needs
- 5 days paid vacation per year; see Employee handbook for full list of additional paid holidays
- 5 days paid sick leave per year; see Employee handbook for full policies on sick and other paid leave
- Free use of gym spaces at any hour
- Free access to mental health resource coordinator
- Year-round "summer Fridays"
- ICW Coaches earn a competitive annual salary or hourly wage, on top of pay for sessions (\$80 per corporate session, \$80 per coach session, \$40 per intake consultation)
- ICW Coaches can bring their own personal training clients to the ICW gym, and either transition them to payment through ICW, or maintain independent training (with only a small additional fee incurring for the client)

**This position typically starts as part-time with the potential to grow to full-time (with some exceptions based on availability of funding).*

ICW is an equal opportunity employer. People of Color and women are encouraged to apply.

To apply, send your resume & cover letter to Danielle Kaplan, Director of Operations & Finance, at DanielleK@innercityweightlifting.org.