



Position: KS Site Coach
Reports To: KS Site Director
Position Type: Part Time: 6am-11am M-F or 2pm-7pm M-Th
Compensation: \$15-\$20 base hourly wage, plus coach income (Part-Time)

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.

Position Overview: The Kendall Square Site Coach is responsible for overseeing the experience of their training clients, including a consultation, ongoing evaluations & coach sessions, program writing, and quality control of student training. They are also responsible for supporting the coaching staff as needed.

Key Responsibilities:

Client Management

- Conduct consultations for new clients, including a full evaluation and written program to follow
- Conduct coaching sessions and program redesigns for all Elite clients
- Write new programs for clients in a timely manner following a coaching session, at least 24-48 hours prior to their next scheduled session
- Ensure that each program is handed off to the appropriate trainer and that they trainer is familiarized with exercises
- Contribute to monthly programming for our general client base who are training in-person and virtually
- Contribute to ongoing programming for ICW's virtual on-demand library

Trainer Support

- Quality control personal training sessions, providing support for trainers & clients as needed
- Support students with studying towards ICW & ISSA Certifications
- Provide feedback as needed with the goal of developing professional development of trainers

**Qualifications:**

- Interest in social justice and passionate about ICW mission
- 1+ year of strength and conditioning or personal training experience
- 1+ year of independent training program design experience
- NSCA, NASM, ISSA, or equivalent certification

Benefits:

- Generous paid holiday policy
- 5 days paid vacation per year
- 5 days of paid sick leave per year
- Free use of gym spaces at any hour
- Free access to mental health resource coordinator

Benefits of Coaching at ICW:

- ICW Coaches earn a competitive 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)

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.