



Position: Coach, Savin Hill  
Reports To: Savin Hill Site Director  
Position Type: Part Time, 20 hours /week  
Shift: Monday-Friday; 8am - 12pm  
Compensation: \$30 /hour, plus variable coach income (see benefits section)

**InnerCity Weightlifting's (ICW) mission is to amplify the voice and agency of people 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.

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**Position Overview:** A Savin Hill 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.

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#### **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
- Use the Mindbody system to add new clients, book/cancel sessions, process payments, etc.

##### Trainer & Gym Support

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

##### Other

- Be an advocate of all areas of ICW; mission, philanthropy, personal or corporate training
- Provide coverage at other ICW sites if their schedule allows
- Assist with planning and execution of ICW events if their schedule allows
- Build, manage, and market group fitness/class schedule for Southline Boston tenants and outside clients

- Be involved in conversations with Southline Boston management team about improving and expanding gym and fitness offerings

**Qualifications:**

- Interest in social justice and passionate about ICW mission
- Experience personal training and/or fitness industry experience
- Experience writing training programs
- NSCA, NASM, ISSA, or equivalent certification

**Benefits:**

- Lenient vacation and sick time policies
- Free use of gym spaces at any hour
- Free access to mental health resource coordinator
- Year-round “summer Fridays,” closing at 2pm
- ICW Coaches earn a competitive annual salary or hourly wage, on top of pay for sessions (\$100 per corporate session if leading, \$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 (at no additional cost)

*ICW values a diverse workplace and strongly encourages people of color, women, LGBTQ+ individuals, people with disabilities, members of ethnic minorities, foreign-born residents, veterans, and formerly incarcerated individuals to apply. ICW is an equal opportunity employer. Applicants will not be discriminated against because of race, color, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, citizenship status, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.*

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