



Position: KS Site Coach  
Reports To: KS Site Director  
Position Type: Part-Time, M-Th 3-7pm  
Compensation: \$15-\$20 base hourly wage, plus coach income

**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.

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**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 team in the launch and ongoing efforts of ICW's new Virtual On-Demand training service.

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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
- 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

#### Virtual On-Demand

- Collaborate with Coach & Trainer team to create video content for ICW On-Demand
- Manage the Gleantap portal, uploading all video content

### **Qualifications:**



- Interest in social justice and passionate about ICW mission
- 3+ years of personal training and/or fitness industry experience
- 3+ years of training program writing experience
- NSCA, NASM, ISSA, or equivalent certification

#### **Part-Time Benefits**

- 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”

#### **Benefits of Coaching at ICW:**

- 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).
- Full-time Coaches (30+ hours/week) eligible for monthly health insurance reimbursements and a Simple Matching IRA plan, as well as a competitive vacation policy.\*

*\*This position is part-time but with the potential to grow to full-time.*

ICW is an equal opportunity employer. People of Color and women are encouraged to apply.  
To apply, send your resume & cover letter to [careers@innercityweightlifting.org](mailto:careers@innercityweightlifting.org)