



Position: Coach & Advocate
Location: Dorchester, MA
Reports to: Chief Program Officer
Position Type: Full time, In-person
Compensation: \$40,000 - \$45,000 annual salary, plus variable 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.

Position Overview: The Coach & Advocate is a hybrid position that combines coaching students through the personal training career track with advocacy (case management), including outreach and engagement with a caseload of students, coordinating services and opportunities for each student on caseload.

Key Responsibilities:

Coaching

- Guide students through the ICW certification, ensuring they are prepared to train clients with some level of independence by the end
- Support the professional development of trainers by guiding them through the ISSA or other nationally recognized certifications, or other PD opportunities
- Provide consultations and re-evaluations for ICW training clients, including personalized program design
- Lead/supervise corporate group fitness classes, work with scheduling team to ensure coverage / preparation
- Oversee the safety and relevance of all exercises conducted on the floor
- Engage students in workouts and recreational activities
- Facilitate relationship building between training clients and students
- Evaluate and document student progress towards certification(s)
- Support Member Services with front desk coverage and membership sales as needed

Advocacy

- Earn the trust of Participants by building genuine relationships
- Identify key resources and opportunities that will progress the Individual Advancement Plans of Participants
- Provide oversight of new Participant referrals/intakes
- Oversee a small caseload of students (based on capacity), providing client-centered, holistic case management services
- Includes intakes, assessments, Individualized Achievement Plans (IAP), and collaborating with program staff to provide referrals for individuals in need of services such as employment, education, behavioral

- health, housing, and other relevant stabilizing efforts
- Coordinate Participant outreach and transportation
- Supervise and assure timely and accurate documentation of all case management services through weekly engagement reporting and bi-weekly team meetings.
- Provide client centered, holistic case management services, including intake and assessments, Individual Advancement Plan (IAP) development, and coordination of services such as employment, education, behavioral health, housing, health and other relevant stabilizing efforts
- Conduct daily outreach to students on caseload, utilizing IAPs to guide conversations, goals, etc.
- Assure timely and accurate documentation of all case management services
- Collaborate with community partners, including courts, jails, etc. to aid in the continuity of care for students
- Provide non-judgmental support, crisis intervention, conflict resolution, and referral
- Maintain client confidentiality and anonymity where appropriate
- Conducting follow-up with youth and families as needed
- Attend court appearances and social service appointments with clients

Qualifications:

- Interest in social justice and passionate about ICW mission
- 2-3 years of experience in a field related to fitness
- ISSA, NASM and/or Z-Health Certified a plus
- Experience using Google platforms and Microsoft Office preferred
- Strong conflict resolution skills, and training in crisis intervention
- Knowledge of city neighborhoods, or ability to learn and stay educated of ever-evolving dynamics
- Demonstrated understanding of family systems and youth development
- Excellent written and oral communication, interpersonal and organizational skills
- Willing and able to take feedback and adjust behavior as needed with a hunger for professional growth

Benefits:

- A partially matching SIMPLE IRA retirement plan (FT only)
- Reimbursement of health insurance of up to \$250/month, or \$500/month with dependents (FT only)
- Generous paid holiday policy
- 15 days paid vacation for years 1 and 2 of employment, and 20 days for years 3+ of employment (5 days/year for part-time employees)
- 10 days of paid sick leave per year (5 days/year for part-time employees)
- 24 hour access to gym spaces
- Free access to mental health resource coordinator
- Year-round “summer Fridays”; closing at 2pm
- Benefits of Coaching at ICW:
 - ICW Coaches earn a competitive annual salary, on top of pay for training sessions (\$100 per team/corporate session lead, \$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

To apply, please visit our [careers page](#).

ICW values a diverse workplace and strongly encourages people of color, women, LGBTQ+ individuals, returning citizens, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans 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.