



Position: Head Coach

Reports to: SVP of Strategy

Position Type: Full-Time

Compensation: Base annual salary commensurate with experience, plus variable income (see benefits of coaching below for more info)

Schedule: 9-5 Monday-Thursday; 9-2 Fridays (schedule is slightly subject to change based on the training schedule)

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 Head Coach of Dorchester is responsible for ensuring a strong pipeline of the next generation of ICW trainers. This includes the training & development of new trainers, the oversight and coordination of personal training sessions, and overall quality control of the personal training experience for student trainers & clients. They are also responsible for advocacy (case management) responsibilities for a small caseload of students.

Key Responsibilities: Coaching

- Oversee all certification work in Dorchester, guiding students through the ICW and ISSA certifications, and quality-controlling the certification work of other coaches
- Ensure students are truly prepared for personal and group training
- Work with Head Coach of Kendall Square to test out all Dorchester-based students on ICW Certification, ensuring quality and preparedness
- Ensure a student trainer is present and ready to train every personal training session, with the goal of the same trainer per client each time
- Conduct corporate training sessions, ensuring 1-2 student trainers shadow each sessions
- Provide consultations and re-evaluations/coach sessions for ICW training clients, writing programs and preparing trainers to properly execute the programs
- Collaborate with the Member Services team to coordinate and maximize the weekly training schedule in Dorchester, with the goal of 80 sessions/week (8 trainers at 10 sessions/week)
- Work with Head of Marketing to drive personal training client leads in Dorchester, leveraging personal and ICW network
- Facilitate relationship building between clients and students
- Provide oversight of delivery of services to students and clients from Coach/Advocates
- Evaluate and document student progress towards certifications



- Engage students in workouts and recreational activities
- Collaborate with Development team to convert clients to donors

Key Responsibilities: Advocacy

- Oversee a small caseload of students, providing client-centered, holistic case management services
 - Includes intake & needs 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
- Assure timely and accurate documentation of all case management services through weekly engagement form

Benefits

- A partially matching SIMPLE IRA retirement plan (full time only)
- Reimbursement of health insurance of up to \$250/month (full time only), and free 3rd party support in identifying an independent plan that best fits your needs
- 15 days paid vacation for years 1 and 2 of employment, and 20 days for years 3+ of employment (part time employees receive 5 days paid vacation per year; see Employee handbook for full list of additional paid holidays)
- 10 days of paid sick leave per year (part time employees receive 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” ending at 2pm

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 careers@innercityweightlifting.org.