



Position: Coach: Corporate & Virtual Lead
Location: Cambridge, MA
Reports To: Kendall Square Site Director
Position Type: Full-Time, In-person or Hybrid (~20hrs/week in-person and ~15 hrs/week virtual)
Compensation: \$40,000 - \$60,000 annual salary, plus variable coach income (see benefits section), , commensurate with experience

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 Corporate & Virtual Lead Coach is responsible for overseeing the experience of their training clients, including a consultation, ongoing evaluations & coach sessions, program design, and quality control of student training. In addition to the standard coaching responsibilities, this position will also take on corporate communication and organization, and the management and expansion of our virtual OnDemand library.

Key Responsibilities:

Corporate

- Collaborate with our Corporate Sales and Marketing team to educate trainers and quality control group training sessions
- Help trainers find their unique coaching style when working with groups and maintain ongoing support and education
- Coordinate with new students to schedule observations and co-coaching opportunities as they become certified and incorporated into group training
- Maintain monthly contact with corporate trainees to ensure high quality sessions and to keep them informed of ICW news and events

Virtual

- Co-create 1-2 workout videos per month with trainers or staff
- Upload videos to be edited by ICW contactors and then upload finalized production to our OnDemand site

Client Management

- Conduct consultations for new clients, including a full evaluation and written program to follow
- Conduct coaching sessions and program redesigns for elite clients
- Ensure that each program is handed off to the appropriate trainer and that the trainer is familiarized with exercises

Shift Coverage

- When in person in the gym, provide support for trainers and clients as needed
- Provide feedback as needed with the goal of developing independent, professional trainers

Qualifications:

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

Benefits:

- A partially matching SIMPLE IRA retirement plan (FT only)
- Reimbursement of health insurance of up to \$250/month (FT only)
- Free 3rd party support in identifying an independent health insurance plan that best fits your needs
- 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 free use of gym space for yourself and to train your own clients
- Free access to mental health resource coordinator
- Year-round “summer Fridays”; closing at 2pm

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.