



Position: Head Coach, Dorchester
Reports To: Chief Program Officer (CPO)
Position Type: Full-Time, In-person
Compensation: \$40,000-\$60,000 annual salary, plus variable income (see benefits section for more info)

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 ICW 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 training experience for student trainers & clients. The Head Coach will also work closely with the marketing and member services teams to grow the training clientele. Finally, they are also responsible for the advocacy responsibilities for a small caseload.

Key Responsibilities:

Coaching

- Oversee all certification work, 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 to test out all 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
- 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
- Work closely with the Marketing & Member Services teams to:
 - Provide high-quality client services to training clients
 - Drive personal training client leads for the site, leveraging personal and ICW network, with the goal of 50 sessions/week

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
- Earn the trust of students to build genuine relationships

Benefits:

- A partially matching SIMPLE IRA retirement plan
- Health insurance reimbursement up to \$250/month for individuals; up to \$500/month for 1+ dependents
- Free 3rd party support in identifying an independent health insurance 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 (5 days/year for part-time employees); see Employee Handbook for full list of additional paid holidays
- 10 days of paid sick leave per year (5 days/year for part-time employees)
- Free use of gym spaces at any hour
- Free access to mental health resource coordinator
- Year-round “summer Fridays”; closing at 2pm

Benefits of Coaching at ICW:

- In addition to a competitive annual salary, ICW coaches can make additional income by completing 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 (with only a small additional fee incurring for the client)

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.

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