



Position: KS Site Coach and Corporate Lead  
Reports To: KS Site Director  
Position Type: Full-Time  
Compensation: \$30,000-50,000 base salary (commensurate with experience), plus coach income (consultations, coach/training sessions, workouts)

**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 design, and quality control of student training. They are also responsible for supporting ICW by educating new trainers, staffing and performing quality control around corporate sessions.

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#### **Key Responsibilities:**

##### Corporate Lead

- Collaborate with our Corporate Sales and Marketing team to educate trainers and staff group training sessions
- Help trainers find their unique coaching style when working with groups and maintain ongoing support and education initiatives
- Coordinate with new students to schedule observations and co-coaching opportunities as they become certified and incorporated into group training
- Kick off corporate sessions on a once monthly basis to check in with corporate trainees and let them know about upcoming events that ICW will be hosting

##### 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 the trainer is familiarized with exercises
- Contribute to monthly programming for our general client base who are training in-person and virtually

##### Trainer Support

- Quality control personal training sessions, providing support for trainers and clients as needed
- Support students with studying towards ICW and National Certifications



- Provide feedback as needed with the goal of developing independent, professional trainers

**Qualifications:**

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

**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)
- 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, on top of pay for training sessions (\$80 per team/corporate session lead, \$80 per coach session, \$40 per intake consultation, \$20 per coverage of regular training sessions)
- 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 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 [DanielleK@innercityweightlifting.org](mailto:DanielleK@innercityweightlifting.org).