Mendota Rowing Club Job Description
Youth Lead Coach

Position Summary

Mendota Rowing Club (MRC) in Madison, WI is looking for a coach to grow our team of youth rowers. The Youth Lead Coach is responsible for coaching and supervising the MRC Master's program, which includes competitive and recreational rowers. This is both a scull and sweep program with various ages and skill levels. Understanding how to run a team of adults whose jobs, families, and travel obligations present unique challenges to consistent participation is essential. The Youth Head Coach is expected to create an environment where every program member can have a safe, equitable, inclusive and positive rowing experience.

During the summer season we practice 5x/week. During the school year Monday through Thursday after school and 8:00 – 10:00am on Saturday. The Junior Varsity team will also participate in winter training after school 3 - x/week. The position includes a complimentary club membership and opportunities for professional development.

MRC seeks candidates with the following competencies:

Leading Youth:

- Teaching the basics of rowing
- Promoting empowerment & personal development
- Motivating for peak personal performance
- Building a supportive inclusive team environment

Organizational Skills:

- Team and individual goal setting
- Implement club youth rowing curriculum

Personal Effectiveness:

- Fostering Trust
- Flexibility
- Initiative and results orientation
- Integrity, patience, and self-control

Interpersonal:

- Communicating effectively
- Listening, understanding and responding
- Teamwork and cooperation
- Non-judgmental

Duties and Responsibilities

The Youth Lead Coach communicates and coordinates rowing activities and equipment usage with the other rowing programs, including the masters, middle school and Learn to Row

programs. S/he/they openly interact with and provide regular feedback to the rowers and maintain respectful behaviors with the coaches of the other MRC programs, boathouse manager(s), and the Board of Directors.

A. Practice

The goal of each practice is to build and develop a positive, team-centered environment in order to develop technical rowing skills and team trust.

1. Work collaboratively with and report to the MRC Head Coach to develop and implement a training plan that addresses the physical, mental and technical development of rowers for the advancement of our athletes and the team.
2. Coordinate practices with other program coaches
3. Coordinate and supervise all youth program practices. This includes setting the line-ups for all practices based on member sign-ups.
4. Encourage and motivate rowers to attend practices regularly.
5. Allow only equipment in safe working order to be used. Report any damage that occurs to the repair committee immediately.
6. Use discretion and follow club policy to determine safe rowing conditions including but not limited to the weather and lake traffic patterns.
7. Provide opportunities for various rowing abilities by facilitating the technical, physical, mental and emotional development of all athletes.
8. Oversee and encourage proper equipment handling techniques. This includes ensuring that all coxswains recruited to the program receive specific training in boat handling, coxing technique, and safe boating practices.
9. Teach members about rowing and exercise safety issues such as: water safety procedures, hypothermia, dehydration, heat stroke, and proper warm up and stretching procedures.
10. Strictly enforce all club, local, state and federal safety rules and all local, state, and federal regulations at all times.
11. Responsible for informing the Board president, Head Coach, and other coaching staff about planned absences and vacations and for making arrangements for practices, coaching, and program supervision in your absence.
12. Coaches are expected to arrive a minimum of 15 minutes prior to the start of practice to prepare for the session and be available a minimum of 15 minutes after practice to be sure all athletes have been picked up by a parent or guardian.

B. Administrative

1. Verify that every participant is a paid, waiver-signed member of the rowing club, has completed the required water safety test and has watched the USRowing Safety video.
2. Communicate regularly and effectively with the Head Coach.

3. Contribute to recruitment efforts to attract new rowers to MRC. Such efforts shall include maintaining connection to the local schools and community, as well as the MRC Stem to Stern program and Learn to Row program.
4. Report at the monthly board of directors meeting as requested. If unable to attend, provide a report to the Club Head Coach.
5. Attend Coaching Committee and Safety Committee meetings
6. Participate in club events such as work parties and boathouse maintenance activities

C. Travel and Regattas

1. Coordinate regatta lineups and entry planning with the Head Coach
2. Assist with home regattas and scrimmages

Knowledge, Skill, and Abilities Required

1. Have a minimum of 2 years of rowing experience. An additional 1-3 years of coaching experience is desired.
2. Be a USRowing member.
3. Have US Rowing Association Level 1 Coaching Certification and have or obtain Level II coaching certification within 1 year of hire. Maintain and expand your coaching skills through additional continuing education opportunities during your employment by MRC.
4. Be knowledgeable and competent in boat rigging techniques.
5. Must hold a valid driver license and Wisconsin boating license and be able to drive a launch safely. Basic skills in boat or launch repair are desirable.
6. CPR/First-Aid certified
7. Be familiar with boat handling techniques, rowing commands, basic boat and oar care, and MRC equipment handling policies.
8. Experience with social media and electronic databases.
9. Become SafeSport certified.
10. Complete a background check.

Reporting Structure and Performance Evaluation

The Youth Lead Coach reports to the MRC Head Coach and the president of the Board of Directors.

The Youth Lead Coach will receive an annual performance evaluation, normally conducted at the end of the fall rowing season. During this evaluation, s/he/they will provide a summary of accomplishments of the past rowing year, and bring issues forward for discussion.

Applicants must be currently eligible to work in the US. We are an equal opportunity employer.

To apply email a cover letter, resume, and statement of coaching philosophy to MRC Club President at president@mendotarowingclub.com.