STEM to Stern Program Associate
Reports to: Director of STEM to Stern
Posting Date: October 15, 2021
Location: Remote/must be willing to travel

USRowing is a nonprofit organization recognized by the United States Olympic and Paralympic Committee (USOPC) as the national governing body for the sport of rowing in the United States. The organization serves multiple constituencies including 80,000 individual members and over 1,400 clubs across the country providing coaching education, institutional trainings and resources, and regattas. USRowing also manages the teams that represent the U.S. in international competition including the Olympics and Paralympics. USRowing works to ensure that all rowers have the opportunity to participate in a safe and inclusive setting. The operating budget is $13M+ and employs a full-time staff of 32.

USRowing is committed to making our sport more diverse and inclusive. For too long, rowing has largely been limited to those who “see” themselves as rowers. We feel strongly that it is time for change.

Role:
STEM to Stern was founded in 2018 and is now strategically partnered with USRowing to ensure rowing better reflects the rich diversity of this country. STEM to Stern eliminates barriers to participation, supports rowing clubs to become more inclusive, and makes the sport more competitive. STEM to Stern will provide high potential rowing programs with the financial and operational support they need to run more diverse youth rowing teams.

The STEM to Stern Program Associate will be responsible for carrying out the mission of STEM to Stern, Inc and USRowing’s mission to increase diversity, access, and inclusivity in rowing. The Program Associate will work with the Director of STEM to Stern to support clubs and organizations running the STEM to Stern program. The Program Associate will ensure that all components of STEM to Stern are in place, that the deliverables are executed, and that the organizations are supported throughout their programming. Additionally, the Program Associate will work with the STEM to Stern community to facilitate networking, learning, and growth of participating clubs. The STEM to Stern Program Associate will represent USRowing and will deliver workshops, provide professional development opportunities, and collaborate with other stakeholders to hit STEM to Stern’s ambitious goals to serve more student-athletes.
Responsibilities:
● Work directly with 10-12 STEM to Stern programs to ensure all components of the program are in place
● Travel to partner clubs across the country to observe programs, provide support and feedback, and represent STEM to Stern and USRowing
● Help find guest speakers and plan monthly workshops for participating programs
● Work closely with the DEI Associate to gather metrics and feedback from partner clubs to track progress and improve STEM to Stern for future years
● Support the STEM to Stern Director and committee in the application process for clubs and support other administrative aspects of STEM to Stern
● Participate in USRowing team meetings and STEM to Stern board meetings as needed
● Help develop the STEM to Stern community of partner organizations, established community programs, and other stakeholders for continued learning, collaboration, and networking among clubs whose goal is to be diverse, equitable, and inclusive.

Qualifications
● BA or equivalent professional experience
● Willingness to travel
● 2+ years of professional experience in a diverse rowing club preferred.
● 2+ years working with youth from under-resourced communities
● Knowledge of rowing and a believer in sports as a vehicle for change
● Desire to help make rowing more diverse and inclusive in the US
● Strong communication skills
● Bridge builder
● Multi-tasker with supreme organizational skills
● Good teammate who looks to problem solve, work collaboratively, and push themselves and their teammates to make progress
● Strong professional references

Salary + Benefits
● Salary commensurate with experience
● Generous paid time off policy
● Health + Dental
● Professional development opportunities

USRowing Values
USRowing is committed to the following values to fulfill its mission and achieve its priorities:

CULTURE OF MUTUAL RESPECT. Foster an inclusive culture honoring the rights, views, and inherent value of others, treating all with dignity and courtesy.
PROFESSIONALISM. Develop and share expertise, act effectively and efficiently, and be responsive and reliable, honoring all pledges and promises in a timely and trustworthy manner.

SAFETY. Be constantly mindful of safety on and off the water, taking proactive measures to prevent injury, abuse or other harm, and help others both within USRowing and among member organizations.

INTEGRITY. Have the courage to choose what is right, adhere to the mission and practice our values rather than merely profess them. Employ the highest ethical standards, demonstrating honesty and fairness in every action we take.

FAIR COMPETITION. Commit to upholding the integrity of sport to ensure a level playing field devoid of doping, cheating or other forms of unfair advantage.

TEAMWORK. Work collaboratively and assume positive intent; support each other to combine individual strengths while keeping an eye on the greater good.

ENJOYMENT IN ALL ASPECTS OF SPORT. Create opportunities for involvement that promote a positive experience and lifelong love for rowing for all.

USRowing is proud to be an Equal Employment Opportunity Employer. We do not discriminate based upon race, religion, color, national origin, gender, sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics. We are committed to growing diversity, equity, and inclusion in the sport of rowing and believe that works begins in our own space. We believe diversity makes us stronger and encourage individuals with diverse backgrounds and life experiences to apply to join our team.

Candidates should send a cover letter and resume (electronic only) to Pamela Adler at pamela.adler@usrowing.org with STEM to Stern Program Associate in the subject line. Please no phone inquiries.