Title: USRowing Para National Team Head Coach
Reports to: Para High Performance Director
Posting date: December 10, 2021

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:

The USRowing Para National Team Head Coach (“Head Coach”) reports directly to USRowing’s Para High Performance Director (Para HPD). The Para HPD develops USRowing’s High Performance Plan in conjunction with the Para High Performance Committee (Para HPC) and the Head Coach oversees and implements all para national team systems, programs, and training and selection camps in accordance with those plans. Working with the Para HPD, the Head Coach will identify appropriate performance metrics and benchmarks for the success of the program.

Responsibilities:

The Head Coach should possess excellent written and verbal communications skills, be able to work collaboratively with other national team coaches and high-performance operations staff, and maintain a high degree of professionalism, confidentiality, and diplomacy at all times. The Head Coach will have good analytical skills with attention to detail, and experience developing and maintaining effective systems for information sharing, data, and project management.

The Head Coach will develop a long-term vision for Paralympic success, including:

- Develop and implement a para national team training program that aligns with USRowing’s stated goals of winning medals at the World Rowing Championships and Paralympic Games;
- Implement Para National Team Selection Procedures, and ensure that all selection procedures and processes are carried out and communicated in a fair and transparent manner;
- Lead and mentor Para National Team coaches, support their growth and development, and increase the necessary skills and abilities of US Para National Team coaches to deliver on performance targets;
- Provide direct coaching and oversight to the camp-selected crew (PR3 Mixed 4+);
- Establish appropriate benchmarks for US Para National Team coaches, cultivate a compelling standard of excellence for para national team coaches, and make recommendations for professional development to the Para HPD;
- Collaborate with consultant professionals that support the US Para National Team, including strength and conditioning, nutrition, biomechanics, PT and Physio, and others;
- Recommend and implement systems for the collection of appropriate athlete metrics, data, and performance measurements/monitoring;
- Actively participate in development projects for U19, U23, Military, and other club level activity to increase the number of new high-potential para athletes into the system;
- Work with Development coaches to establish pathways for emerging para athletes to progress to the elite level;
- Lead meetings and communicate with coaches on a regular basis throughout the year to review athlete performance and ensure performance targets are on track;
- Organize domestic and international training camps;
- Ensure the efficient and effective delivery of the Para High Performance program in a cost-effective manner, as expected and within budget;
- Support the overall health and well-being of athletes in a high-performance environment;
- Cultivate a healthy culture that promotes the physical, mental and emotional well-being of all athletes and staff;

This position requires significant domestic and international travel.

Qualifications

- Bachelor’s degree in sport science, physiology, kinesiology or equivalent experience required;
- Advanced degree in physiology, strength and conditioning, or other sports science desired;
- 5+ years of successful performance at the international level in the Paralympic boat classes;
- Strong record of effective and respected management of a team/staff;
- Ability to analyze and leverage data to drive critical decisions;
- Ability to work across teams, with various partners, stakeholders, and volunteers to achieve success;
- In-depth knowledge of rowing at an international level and experience directing High Performance plans;
- Experience implementing a strategic plan to achieve High Performance sport outcomes;
- A strong track record of leading and managing a team by building trust and cohesion, leading through change a plus;
- Extensive knowledge of the requirements for successful holistic athlete and coach development;
- Successful management of complex budgets;
- Strong skills in building, maintaining, and leveraging relationships;
- Exceptional communication skills.

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 a cover letter and resume via email to ellen.minzner@usrowing.org, with Para National Team Head Coach in the subject line. Please no phone inquiries.