



## **Masters Program Director & Coach**

### Job Description and Responsibilities – *Your role in shaping the future of rowing.*

Sammamish Rowing Association is seeking a self-motivated, collaborative, and visionary leader to manage and grow our dynamic masters program. The program director reports to the executive director and will be responsible for managing the masters program and staff with ownership for the entire rower experience from recruitment to lifelong rowing. The masters program director is a key member of SRA's leadership team and will contribute to the strategic direction and growth of the organization. This is a full-time position that includes coaching responsibilities with the masters and junior programs. The position can be part time for the right candidate with responsibilities limited to administrative only.

### Minimum Qualifications – *Candidates must meet these criteria.*

- 2+ years of staff management or supervisory experience
- 2+ years of experience as a coach or rower at the masters level OR 5+ years of experience as a coach or athlete in an endurance sport

\*A background in rowing is not required to be successful in the position if you are willing to learn quickly.

### Desired Qualifications – *The ideal candidate.*

- Bachelors degree or higher level of education
- Demonstrated ability to develop and mentor staff
- Demonstrated success managing staff and growing programs
- Professional experience outside of rowing that relates to the responsibilities of the position
- Experience collaborating with a board of directors and volunteer/board committees
- Trailer driving experience is always a bonus – Boston is a long way from Seattle!

### Some things to know about SRA – *Could you see yourself thriving here?*

**Values are important to us.** A successful program director will share our values of growth mindset and lifelong learning, collaborate and compromise, unwavering integrity, and rower-centric decision making, to name a few. As a community-focused association, SRA is dedicated to serving our rowers.

**Our team structure is unique:** rowers can choose from four masters teams and no one team is exclusively competitive or prioritized above another. This structure has led to extraordinary success on the race course and in the community by removing barriers to national competition and personal growth. Furthermore, our masters and junior programs are given equal emphasis which requires constant collaboration and compromise.

**We are a BIG team!** SRA has nearly 500 regular rowers (and growing) ranging from middle school to masters, recreational to national champions. In the past five years SRA has won multiple championships at the Head of the Charles, San Diego Crew Classic, Opening Day, and USRowing Masters Nationals. Over 30 coaches work at SRA with nine full-time staff. Our programs run from 5:00am – 9:00pm nearly every day of the year. Summer participation swells to nearly 1,000 weekly rowers.



To apply, send a **comprehensive resume** to Executive Director Steven Freygang at [director@srarowing.com](mailto:director@srarowing.com) by **August 26**. Also include a **one-page** cover letter describing **1) your career objective, 2) key values that are influential in your life and career, and 3) how you would measure the success of our masters programs**. There is no right or wrong answer – we just want to better understand who you are and how you think. We value diverse experiences, perspectives, and opinions.

Desired Start Date: September 4, 2019

Compensation Range: Competitive with growth opportunity

Benefits: Health stipend, 401(k) with 3% match, discount on SRA programs, complimentary use of small boats and ergs