

# EAST BAY ROWING CLUB

Jack London Aquatic Center • Oakland, CA

## HEAD MASTERS COACH

*Part-Time, Hourly • Commensurate with Experience • Oakland, CA*

### About East Bay Rowing Club

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East Bay Rowing Club (EBRC) is an Oakland-based nonprofit operating out of Jack London Aquatic Center on the Oakland Estuary. We serve 140+ adult members across five competitive masters teams and are deeply committed to making rowing accessible to athletes from all backgrounds. EBRC has a proud history of success at local, regional, and national levels.

### Position Overview

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The Head Masters Coach is a senior coaching leadership role responsible for the overall quality, consistency, and direction of EBRC's masters rowing program. This person coaches on the water regularly while also overseeing the masters coaching team, coordinating logistics, and serving as a key collaborator with the Executive Director on program development and long-term planning. This is the right role for an experienced coach ready to step into program leadership without stepping away from the water.

### Key Responsibilities

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#### On-Water Coaching

- Lead practices for an assigned masters squad, running sessions 3 mornings per week (5:20–7:30 am) with additional time around regattas
- Develop and implement progressive training plans focused on technical development, fitness, and race preparation
- Create daily lineups and manage race entries in collaboration with team members
- Foster a culture of excellence, camaraderie, and inclusion that reflects EBRC's mission

#### Program Leadership & Management

- Oversee and mentor the masters coaching staff; provide ongoing guidance, support, and accountability
- Coordinate masters team scheduling across all squads to ensure consistency and avoid conflicts
- Lead masters regatta planning and logistics, including travel, entries, and on-site coordination
- Collaborate with the Executive Director on program goals, coach hiring and onboarding, and long-term program development
- Serve as the primary coaching voice in staff meetings and contribute to EBRC's organizational vision
- Support recruitment efforts and community outreach for masters programs

### Qualifications

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- Minimum 3 years of coaching experience, with at least 1 year in a supervisory or lead coaching role
- Minimum 5 years of competitive rowing or coxswain experience
- Deep understanding of masters rowing — including the physical, technical, and motivational dimensions unique to adult athletes
- Excellent communication, leadership, and organizational skills
- Passion for EBRC's mission of promoting rowing in historically underserved and marginalized communities
- Valid boating license and current CPR/First Aid certification
- USRowing Level 1 Certification (Ideally Level 2), or willingness to obtain within 3 months of hire (EBRC will cover the cost)
- Valid driver's license; ability to lift and move objects of 50 lbs or more
- Ability to establish and maintain cooperative working relationships with all members of EBRC
- Must pass a background check prior to employment
- SafeSport certification required within 30 days of hire

## Compensation

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Pay is commensurate with experience. Approximate hours: 15–20 per week, with additional hours during regatta season. EBRC is committed to long-term investment in its coaching team and offers opportunities for expanded responsibilities and hours within the club.

## How to Apply

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Please send your resume and a cover letter — including a statement about your coaching philosophy — to [director@eastbayrowingclub.org](mailto:director@eastbayrowingclub.org).

*East Bay Rowing Club is an equal opportunity employer. We strongly encourage applications from candidates of all backgrounds, including people of color, women, LGBTQ+ individuals, and those with lived experience in the communities we serve.*

# EAST BAY ROWING CLUB

Jack London Aquatic Center • Oakland, CA

## MASTERS COACH

*Part-Time, Hourly • Commensurate with Experience • Oakland, CA*

### About East Bay Rowing Club

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East Bay Rowing Club (EBRC) is an Oakland-based nonprofit operating out of Jack London Aquatic Center. We serve 140+ adult members across five competitive masters teams and are proud of our history of success at local, regional, and national levels. We are equally proud of our commitment to building a club that reflects the diversity of Oakland and makes rowing accessible to all.

### Position Overview

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EBRC is seeking enthusiastic, organized, and driven coaches to lead squads within our Recreational Masters program. You will be responsible for training plans, daily lineups, and race entries for your squad, and will work closely with the Head Masters Coach, fellow coaching staff, and Executive Director to shape the future of the program. We're looking for coaches who are passionate about the sport, patient with adult learners, and genuinely invested in building a thriving community on the water.

### Key Responsibilities

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- Lead practices for an assigned masters squad, 3 mornings per week (5:20–7:30 am), with additional hours during regatta season
- Develop and deliver progressive training and practice plans focused on technical development, fitness, and competitive preparation in both sweep rowing and sculling
- Create daily lineups and manage race entries; prepare the team for local and regional competition
- Mentor and collaborate with the Assistant Coach assigned to your squad
- Attend coaching staff meetings and contribute to program-wide planning and decision-making
- Model and uphold EBRC's inclusive, community-centered club culture

### Qualifications

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- Minimum 1 year of coaching experience and at least 4 years of competitive rowing or coxswain experience
- Sound technical knowledge of rowing in sweep and sculling disciplines
- Understanding of the unique challenges of masters rowing — age, injury, ingrained technique, and the importance of joy in the sport
- Excellent communication and leadership skills, written and oral
- Great sense of humor and ability to adapt in a dynamic, community-driven environment
- Passion for EBRC's mission of promoting rowing in historically underserved and marginalized communities
- Valid boating license and current CPR/First Aid certification

- USRowing Level 1 Certification, or willingness to obtain within 3 months of hire (EBRC will cover the cost)
- Valid driver's license; ability to lift and move objects of 50 lbs or more
- Ability to establish and maintain cooperative working relationships with all members of EBRC
- Must pass a background check prior to employment
- SafeSport certification required within 30 days of hire

## Compensation

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Pay is commensurate with experience. Approximate hours: 15 per week, with additional hours during regatta season. EBRC is a growing organization looking for coaches interested in building a powerhouse masters program. We offer opportunities for expanded responsibilities and additional hours within the club, and can assist the right candidate in identifying housing or secondary employment opportunities if needed.

## How to Apply

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Please send your resume and a cover letter — including a statement about your coaching philosophy — to [director@eastbayrowingclub.org](mailto:director@eastbayrowingclub.org).

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# EAST BAY ROWING CLUB

Jack London Aquatic Center • Oakland, CA

## JUNIOR / YOUTH COACH

*Part-Time, Hourly • Commensurate with Experience • Oakland, CA*

### About East Bay Rowing Club

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East Bay Rowing Club (EBRC) is an Oakland-based nonprofit operating at Jack London Aquatic Center on the Oakland Estuary. Our junior program serves 47 young rowers and provides over \$20,000 in annual scholarships, with a mission focused on expanding access to rowing for Oakland youth — particularly those from underserved communities. Coaching with us means helping shape the next generation of rowers and community leaders.

### Position Overview

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EBRC is seeking a Junior / Youth Coach to lead and grow our youth rowing programs under Oakland United Rowing. Reporting directly to the Executive Director, this role is responsible for coaching on the water, developing youth athletes, coordinating programming logistics, and building relationships with young rowers and their families. The ideal candidate is energetic, patient, and committed to using sport as a vehicle for youth development.

### Key Responsibilities

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- Plan and lead on-water and land-based training sessions for junior athletes in both sweep and sculling
- Develop age-appropriate training plans that emphasize technical fundamentals, physical development, and love of the sport
- Manage daily lineups, regatta entries, and competition logistics for junior athletes
- Communicate regularly and warmly with athletes, families, and club leadership
- Support youth learn-to-row programming and community outreach initiatives aimed at Oakland youth
- Coordinate with the Executive Director on program scheduling, safety protocols, and budget
- Help foster a safe, inclusive, and empowering environment for young athletes from diverse backgrounds
- Assist with equipment setup, boat rigging, and dock safety management

### Qualifications

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- Experience coaching youth athletes (rowing experience strongly preferred; other sports considered)
- Minimum 3 years of competitive rowing or coxswain experience preferred
- Strong understanding of youth development principles and age-appropriate training
- Excellent communication skills and ability to connect meaningfully with young athletes and their families
- Patience, creativity, and an infectious enthusiasm for the sport
- Passion for youth development and for EBRC's mission of promoting rowing in underserved Oakland communities

- Valid boating license and current CPR/First Aid certification
- USRowing Level 1 Certification, or willingness to obtain within 3 months of hire (EBRC will cover the cost)
- Valid driver's license; ability to lift and move objects of 50 lbs or more
- Ability to establish and maintain cooperative working relationships with all members of EBRC
- Must pass a background check prior to employment
- SafeSport certification required within 30 days of hire

## Compensation

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Pay is commensurate with experience. Hours vary with the program calendar; approximate average is 15 hours per week, with additional hours during regatta season. EBRC is committed to supporting our coaches long-term and offers opportunities to take on expanded responsibilities within the club.

## How to Apply

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Please send your resume and a cover letter — including a statement about your coaching philosophy — to [director@eastbayrowingclub.org](mailto:director@eastbayrowingclub.org). Please also include a brief description of your experience working with youth.

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# EAST BAY ROWING CLUB

Jack London Aquatic Center • Oakland, CA

## ASSISTANT COACH

*Part-Time, Hourly • Commensurate with Experience • Oakland, CA*

### About East Bay Rowing Club

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East Bay Rowing Club (EBRC) and Oakland United Rowing (OUR) are Oakland-based nonprofits operating at Jack London Aquatic Center on the Oakland Estuary. We serve 140+ adult members across five competitive masters teams and 47 junior rowers, with a strong commitment to inclusive, community-centered rowing. EBRC has a history of success at local, regional, and national levels — and a genuine investment in developing the next generation of coaching talent.

### Position Overview

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The Assistant Coach role is an excellent entry point for developing coaches who want to build their skills in a supportive, high-quality environment. Working under the guidance of a lead Masters or Junior Coach, the Assistant Coach supports on-water sessions, helps implement training plans, and contributes to the day-to-day operations of their assigned program. We are looking for someone who is eager to learn, reliable, and excited about the sport.

### Key Responsibilities

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- Assist the lead coach in planning and executing on-water practices
- Support daily lineups, athlete check-ins, and dock logistics
- Help manage equipment setup, boat launches, and safety on the water
- Observe and give basic technical feedback to athletes under the direction of the lead coach
- Assist with regatta preparation and on-site logistics
- Contribute to a welcoming, inclusive team environment consistent with EBRC's mission
- Participate in coaching staff meetings and ongoing development opportunities

### Qualifications

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- Minimum 2 years of competitive rowing or coxswain experience
- Genuine interest in coaching as a skill and a career
- Reliable, punctual, and a strong communicator
- Ability to work as part of a team and take direction well while contributing ideas
- Enthusiasm for EBRC's mission of building an accessible, community-centered rowing program in Oakland
- Valid boating license and current CPR/First Aid certification
- USRowing Level 1 Certification, or willingness to obtain within 3 months of hire (EBRC will cover the cost)
- Valid driver's license; ability to lift and move objects of 50 lbs or more
- Ability to establish and maintain cooperative working relationships with all members of EBRC
- Must pass a background check prior to employment

- SafeSport certification required within 30 days of hire

## Compensation

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Pay starts at \$22/hr and is commensurate with experience. Approximate hours: 6–10 per week, with additional hours during regatta season. EBRC values its coaching pipeline and actively supports Assistant Coaches in growing toward lead roles. We will support certification costs and professional development for coaches committed to the program.

## How to Apply

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Please send your resume and a cover letter — including a statement about your coaching philosophy — to [director@eastbayrowingclub.org](mailto:director@eastbayrowingclub.org).

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# EAST BAY ROWING CLUB

Jack London Aquatic Center • Oakland, CA

## BOATHOUSE MANAGER

*Part-Time • Commensurate with Experience • Oakland, CA*

### About East Bay Rowing Club

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East Bay Rowing Club is an Oakland-based nonprofit operating at Jack London Aquatic Center on the Oakland Estuary. We serve 140+ adult members across five competitive masters teams and 40 junior rowers. Our fleet of shells, launches, trailers, and dock infrastructure represents a significant organizational asset — and keeping it safe, seaworthy, and well-maintained is essential to everything we do on the water.

### Position Overview

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The Boathouse Manager is responsible for the overall condition, safety, and operational readiness of EBRC's equipment, fleet, and facility. This hands-on role manages the full lifecycle of club equipment — from budgeting and procurement through routine maintenance, repair coordination, and eventual retirement — while also training and supervising member volunteers and coaching staff in equipment care and USRowing safety protocols.

Working closely with the Executive Director and Board of Directors, the Boathouse Manager ensures that EBRC's physical infrastructure supports world-class programming while remaining fiscally responsible. This role is ideal for someone who is mechanically skilled, highly organized, and genuinely invested in the sport and community.

### Key Responsibilities

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#### Equipment Budgeting, Procurement & Compliance

- Collaborate with coaches, the Executive Director, and the Board to develop and manage the annual equipment purchase and maintenance capital budget
- Coordinate new equipment purchases, including research, vendor relationships, and Board approval processes
- Manage the sale or disposal of retired equipment
- Review and update annual equipment insurance renewals
- Manage annual equipment licensing renewals in compliance with applicable regulations

#### Fleet & Facility Maintenance

- Monitor the condition of all boats, oars, launches, trailers, and related equipment; facilitate timely breakage repairs
- Coordinate regular maintenance and annual servicing of coaching launches and outboard motors
- Monitor docks, storage racks, boat bay, and facility infrastructure; coordinate repairs internally or with the Port of Oakland and City of Oakland as appropriate
- Maintain boathouse supply inventory and order replacements as needed

- Develop and maintain a routine maintenance tracking system covering boats, oars, launches, motors, and trailers

### **Volunteer & Staff Training**

- Work with the Executive Director to train members, staff, and volunteers in equipment maintenance and USRowing safety protocols
- Identify and develop volunteer maintenance roles; build a reliable and engaged maintenance volunteer program
- Coordinate with the Board and Executive Director to plan and execute maintenance training for member volunteers and assistant coaching staff
- Co-lead the annual boathouse maintenance workweek

### **Regatta Equipment & Logistics**

- Collaborate with the Executive Director to plan spring and fall regatta schedules and associated equipment transport needs
- Arrange truck rentals, boat transportation, and trailer loading and unloading for all regattas
- Ensure all equipment is regatta-ready in advance of travel dates; conduct post-regatta inspections and repairs

## **Qualifications**

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### **Required**

- Legally authorized to work in the United States
- Demonstrated hands-on experience repairing and maintaining rowing equipment (shells, oars, launches, motors, trailers)
- Experience developing and managing an equipment maintenance plan and capital budget
- Strong organizational skills with the ability to manage multiple maintenance priorities simultaneously
- Established leadership and management skills, particularly in volunteer and nonprofit environments
- Excellent communication skills; ability to coordinate across staff, volunteers, coaches, and Board
- Valid driver's license with experience towing trailers; ability to lift and move objects of 50 lbs or more
- Must pass a background check prior to employment

### **Preferred**

- Experience with fiberglass, carbon fiber, or composite boat repair
- Familiarity with outboard motor maintenance and small craft operations
- Knowledge of USRowing equipment standards and safety protocols
- Background in rowing (competitive or recreational) or aquatic sport
- Experience working with municipal facilities or navigating public agency relationships

## **Compensation & Schedule**

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This is a part-time position with hours varying based on the club calendar. Compensation is commensurate with experience. The role requires regular on-site presence at Jack London Aquatic Center; some scheduling flexibility is available outside of regatta season. EBRC is committed to

supporting the right hire long-term and offers opportunities for expanded responsibilities as the organization grows.

## Supervision & Reporting

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The Boathouse Manager reports directly to the Executive Director and works in close coordination with the Board of Directors and its relevant committees. This role has supervisory responsibility for member volunteers engaged in equipment maintenance activities.

## How to Apply

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Please send your resume and a cover letter describing your relevant maintenance experience and interest in the role to [jobs@eastbayrowingclub.org](mailto:jobs@eastbayrowingclub.org). Applications are reviewed on a rolling basis.

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