

## Head Coach Adaptive / Para Rowing

Where: Three Rivers Rowing Association, Pittsburgh, PA  
Status: Full Time-hourly; Non-Exempt;  
Start Date: August 15, 2025



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### Background:

Three Rivers Rowing Association (TRRA) was founded in 1984 with the mission to develop and deliver safe, sustainable programs and events that promote the benefits of rowing and paddling to a diverse, and growing community in Pittsburgh and beyond. TRRA is a five time recipient of the USRowing Club of the Year award, has achieved national and international success and recognition, and continues to be an industry leader, both on and off the water. TRRA is committed to increasing the diversity of, access to, and engagement in our rowing and paddling programs in Southwestern Pennsylvania for everyone, regardless of background or ability. Not long after its founding, TRRA began its adaptive rowing program in 1987. Since then, the TRRA Adaptive program has been a leading advocate for adaptive and para rowing both on and off the water and is recognized as a Paralympic Sport Club by the United States Olympic & Paralympic Committee.

### Position Summary:

To lead the strategic development of, and program execution for all adaptive and para rowing programs at Three Rivers Rowing Association.

### Core Responsibilities:

- Conduct yourself in a safe, and professional manner at all times.
- Leading the Adaptive/Para Rowing program, including direct coaching during practices and at all competitive events.
- Cultivating a supportive and positive team culture that promotes the holistic development of each athlete.
- Develop a sustainable programming structure and schedule for the adaptive and para rowing programs.
- Establish curriculums and training plans for all levels of programming.
- Establish entry points for qualified athletes.
- Recruit, support and train staff (and volunteers, etc.) to assist in executing program and individual participants objectives.
- Enhance and build community partnerships that will raise awareness in the Pittsburgh community and strengthen the adaptive/para programs at TRRA. This may include, but not be limited to; organizations serving individuals with disabilities, rehabilitation hospitals/schools, colleges and universities, veterans associations & organizations, technology and innovation companies, other rowing organizations with adaptive and para programming.
- Work closely with the Executive Director and the Development team to identify and secure funding sources for the adaptive program.

- Lead and attend all races of the adaptive/para program including, but not limited to; Head of the Ohio, Bayada Regatta, Pittsburgh Indoor Sprint Championships, C.R.A.S.H.-B's, etc.
- Coordinate all TRRA hosted para events including but not limited to the Head of the Ohio, and the Pittsburgh Indoor Championships, etc.
- Maintain all adaptive shells and equipment throughout the year to ensure safe and meaningful use.
- Communicating with coaches, athletes and families as needed, in a safe and professional manner on topics such as, but not limited to: facility usage, equipment usage, practice details, changes in practice times, etc.
- Respond to all communications within 24 business hours. This includes, but is not limited to: email, text messages, phone messages, Slack communications, payroll submissions, etc.
- Represent TRRA Adaptive/Para rowing at coaching conferences and professional development events throughout the year.

#### **Knowledge, Skills & Abilities:**

- A proactive approach to problem solving and strong decision making;
- Excellent written and oral communication skills and the ability to effectively and professionally communicate with all ages and stakeholders;
- Coaching success at the youth, collegiate, and/or club level. Coaching experience may be supplemented or replaced by collegiate rowing experience, or similar competitive experience;
- USRowing Level 2 Coaching certification or higher is a plus;
- The ability to develop rowers' technical skills, strength and power to their fullest potential;
- A strong desire to nurture the whole athlete and contribute to a supportive team culture;
- Trailer driving, USRowing coaching certification, and First Aid/CPR certifications are a plus;
- Ability to lift 30+ pounds as needed.
- Ability to travel and work in a variety of locations and conditions that may include, but not be limited to; buses, hotels, parks, near or on bodies of water, outdoor environments subject to multitude of weather conditions, etc.
- Proficiency with Google Suite and Slack management software;
- Ability to work as part of a team as well as independently;
- A positive attitude and sense of humor a plus!
- TRRA will consider a flexible work arrangement for this role. Must be able to work some weekend events throughout the year as needed.

#### **Compensation:**

The base salary range will be between \$40,000 - \$50,000 with additional earning potential. The role will include a health care stipend and a PTO package.

**To Apply:**

Please send an introductory email, a current resume, and list of three references to TRRA Executive Director, Matt Logue, at [mattlogue@threeriversrowing.org](mailto:mattlogue@threeriversrowing.org).

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*Three Rivers Rowing Association is an equal opportunity employer. Three Rivers Rowing Association does not discriminate on the basis of race, religion, color, sex, gender identity, sexual orientation, age, status as an individual with a disability, national origin, veteran status or any other basis covered by appropriate law. All employment decisions are based on qualifications, merit and organizational need. Three Rivers Rowing Association celebrates diversity and is committed to creating a safe and inclusive environment for all. We are committed to growing diversity, equity, and inclusion in the sports of rowing and paddling and believe that work 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.*