

Youth Rowing Program Director

Where: Three Rivers Rowing Association, Pittsburgh, PA
Status: Full Time, Salary; Non-Exempt; Starting at \$45,000-\$55,000.
Start Date: No later than July 1, 2026



Background:

Three Rivers Rowing Association (TRRA) was founded in 1984 with the mission to develop and deliver safe, sustainable, and inclusive 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. The Three Rivers Youth Rowing program has approximately 60 varsity, novice and middle/elementary school rowers, and competes in the Midwest region as well as nationally.

Position Summary:

Reporting to the Executive Director, the Youth Rowing Program Director will lead the growth and development of the Three Rivers Youth Rowing programs, establishing a program structure and culture that fosters rowers towards their team and personal goals, while expanding on Three Rivers' tradition of competitive excellence. TRRA Youth programs operate year round and include competitive programs, learn to row camps, and summer race and skills camps. The Youth Rowing Program Director will have a visible presence in the TRRA community and must work well in a community based organization. This full-time role will incorporate a variety of responsibilities that include, but are not limited to: coaching, training plan development, management of assistant coaches, recruiting, travel to regattas, administration and communication, equipment management, and organizational leadership throughout TRRA.

The ideal candidate for this role is an experienced, creative and driven coach who is passionate about developing youth athletes in their pursuit of mission driven excellence, competitive drive, and holistic growth through the sport of rowing.

Core Responsibilities & Expectations:

- Establish a vision and structure for the youth programs of TRRA that fosters inclusion, growth and competitive excellence at all levels and in all seasons.
- Develop, articulate and execute training programs that meet athletes where they are and establish pathways to achieve both athlete and team goals.
- Ensure technical proficiency that is rooted in safety and the long term well being of the athletes.
- Develop and execute strategies to recruit and grow the number of participants in the youth programs year round.

- Recruit and develop coaches to lead and assist the youth rowing programs and ensure program sustainability throughout the year.
- Active role in the maintenance and management of organizational and program specific equipment.
- Communicating professionally and consistently with coaches, athletes and families and stakeholders.
- Support coaching development for staff and provide college recruitment guidance to athletes and families.
- Develop and follow program budgets and operational best practices that ensure program growth and sustainability.
- Act as an ambassador for Three Rivers Rowing Association in a variety of environments and events throughout the year.

Knowledge, Skills & Abilities:

- Conduct yourself in a safe, and professional manner at all times.
- A proactive approach to problem solving and ability to adapt to changing circumstances with strong decision making ability.
- 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, or the ability to quickly obtain this certification after hire.
- The ability to develop rowers' technical skills, mental strength and physical power to their fullest potential.
- A strong desire to nurture the whole athlete and contribute to a supportive and inclusive team culture.
- Ability to drive a truck and trailer or the willingness to learn prior to the first race of the season.
- 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, Slack, Regatta Central, iCrew, etc., or willingness to learn after hire.
- 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 compensation range will be between \$45,000 - \$55,000 with additional earning potential. The role will include a health care stipend and a PTO package. Professional development opportunities are also included annually.

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.

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.