



JOIN OUR TEAM!

RowLA empowers diverse young women in Los Angeles by providing equitable access to rowing and supporting their physical, mental, and emotional development. Through teamwork, discipline, and academic excellence, we unlock pathways to higher education and help athletes grow into confident leaders, on and off the water.

RowLA serves girls ages 11–18 in an inclusive, athlete-centered environment. As the only all-girls community rowing program in the Los Angeles area, we are committed to leading the sport in best practices for athlete development, team culture, coaching excellence, and college access.

About the Program Director Role:

The Program Director is the senior coaching and program leader at RowLA. This role helps shape the organization's vision, culture, and competitive direction while ensuring that every athlete, regardless of experience level, economic status, or ethnicity, feels a sense of belonging, challenge, and opportunity.

This is a rare opportunity for a mission-driven rowing professional to build and lead a comprehensive youth program that changes lives. The Program Director balances competitive coaching with youth development, mentorship, and inclusive leadership. Success is measured not only by competitive outcomes but also by athlete retention, personal growth, academic pathways, and a thriving coaching staff.

The ideal candidate deeply believes in rowing as a tool for access, leadership development, and building lifelong skills, and is excited to lead, mentor, and innovate.

Success in this role will entail:

Program Leadership:

- Set and articulate a compelling vision for RowLA's rowing program across all levels.
- Foster a strong, inclusive, team-first culture grounded in RowLA's mission and values.
- Oversee training program development and execution that prioritize technical excellence, physiological development, and mental performance.
- Ensure consistent, high-quality instruction across all squads.
- Maintain positive, motivating training environments that balance accountability with support.

Coaching & Staff Development:

- Design and execute team training plans and practices.
- Develop and manage coaches' schedules and timesheets reporting.
- Recruit, hire, mentor, and retain assistant coaches aligned with RowLA's values.

- Provide regular feedback, evaluations, and professional development opportunities.
- Build leadership capacity within the coaching staff to support program growth and sustainability.

Operations & Program Management:

- Responsible for boat and launch maintenance and monitoring boat care protocols.
- Oversee scheduling, timesheets, roster management, registration, and competition planning.
- Coordinate travel to local, regional, and national regattas.
- Track participation data and program outcomes to inform decision-making.
- Ensure equitable resource allocation across squads.

Communication & Community Engagement:

- Serve as a visible leader within the RowLA community.
- Communicate clearly and consistently with athletes, parents, staff, and stakeholders.
- Support college recruiting, education, and guidance for athletes and families.
- Represent RowLA at community events, Erg Ed programs, and outreach initiatives as needed.

What Success Looks Like in This Role:

- Athletes feel supported, challenged, and connected at every level.
- Coaches feel mentored, empowered, and aligned around shared goals.
- Retention is strong, and competitive performance continues to grow.
- Parents trust the program and feel informed and engaged.
- RowLA is recognized as a leader in inclusive youth rowing and athlete development.

Qualifications:

- Bachelor's degree from an accredited 4-year higher learning institution.
- At least three years of competitive, collegiate, or high school rowing experience is required.
- Current USRowing Level 3 certification.
- Current Boating license.
- Current CPR/First Aid certification
- A high-level understanding of rowing and erging techniques and safety protocols is required.
- Must be passionate about rowing and committed to student-athlete development.
- Excellent communication and strong interpersonal skills are essential for effectively engaging with student-athletes, co-workers, and team families.

Compensation & Benefits

- Flexible Start Date
- Salary: \$72,000
- Insurance stipend: \$500/Monthly
- Wifi/Mobile stipend: \$50/Monthly
- Paid time off: 10 PTO days + 5 sick days
- Flextime between Christmas and New Year's Day

- CalSavers retirement savings program (employee-funded via payroll deduction)

To Apply:

Please submit your resume and a brief cover letter outlining your rowing and coaching experience and why you are interested in this position to info@rowla.org

Equal Opportunity Employment Policy:

RowLA has a clear vision to be a place where a diverse mix of talented people want to come, to stay, and do their best work. Helping us achieve this vision is our policy of providing equal employment opportunities to all applicants, consistent with federal, state, and local laws. Accordingly, all applicants for employment are to be treated without regard to race, color, religion, sex, age, national origin or citizen status, disability, sexual orientation, marital or veteran's status, or any other status protected by law. This policy applies to all aspects of an individual's relationship with the organization, including, but not limited to, recruitment, selection, compensation, benefits, training, promotion, transfer, discipline, and termination.