



Hanlan Boat Club Full Time Rowing Coach

Hanlan Boat Club is a volunteer-led, not-for-profit rowing club located on the banks of Lake Ontario in Toronto, Ontario. Our mission is to inspire and support rowers on their rowing journey with programs geared to both recreational and competitive rowers, age 10-90+.

Hanlan is strongly committed to growing its rowing programs over the next five years and is currently inviting applications for the position of **Full time Rowing Coach**. This Position will oversee all aspects of the adult Recreational, Learn to Row (LTR) and Development rowing programs that typically occur in the afternoons/evenings at Hanlan. The coach will provide leadership and direction to the development of these rowers under Rowing Canada Aviron's Athlete Pathway / LTAD model.

Hanlan's athletes share a love for rowing and are committed to continuous learning. All are grateful for the privilege of being on the water and welcome feedback from a coach that will enhance their experience on the water. This position will focus on:

1. Athletes who are quite new to the sport and are beginning the development pathway
2. More experienced athletes who are not pursuing a competitive program at the present time but still want thoughtful coaching to help them achieve their best with a more relaxed training schedule.
3. Support athletes as they look to progress from the LTR and Recreational programs to Hanlan's competitive program.

For more information, please contact Lauren Park at hr@hanlanboatclub.ca.

Position Details:

Location: Hanlan Boat Club, 6 Regatta Road, Toronto, ON

Work Hours: Start Date: October 1, 2025 (Hanlan can be flexible on the start date)

Times below are subject to change:

- Off-Water Season: Nov-April:
 - Flexible work schedule of 35 hours per week. Focus on winter training program, planning for on-water season, hiring part-time coaching and admin resources for the on-water season.
- On-Water Season: May-October: More prescribed work schedule to provide oversight of coaches and/or direct coaching to athletes during on water sessions which typically run during the following times:
 - Evening Programing: 5:00 p.m. – 9 p.m.
 - Weekend Programing: Saturday (8 a.m. – noon)
 - Morning Programing: (8 a.m. – 10 a.m.)
 - Hanlan Adult Learn-to-Row Clinics: 4+ weekends.
- Opportunity to teach private lessons and run a 2–3-day performance rowing camp.

Positions available: 1

Compensation: Annual salary of \$50,000 to \$70,000 commensurate with experience.

Benefits: Basic benefits plan included.

Vacation: 4 weeks of vacation annually. 3 weeks to be taken during off-water season.

Deadline to apply: September 15, 2025

In this role, you will:

- Develop and execute a comprehensive training program for all Recreational and Learn to Row athletes:
 - Create a training plan and coaching schedule for recreational athletes and assistant coaches.
 - Hold individual meetings with athletes, as well as team meetings, at the beginning of season and periodically throughout the year, to determine training goals, set performance expectations, and assess progress.
 - Assign and communicate crews and equipment before each practice.
 - Coach rowers during practices.
 - Provide technical guidance, including guidance in rigging and biomechanics, to athletes.
 - Design curriculum and oversee execution of multiple weekend and weeknight Adult Learn-To-Row clinics;
 - Recruit, hire and manage Learn-to-Row and Recreational Program assistant coaches.

- Develop and deliver a winter training program for recreational athletes. including indoor rowing, tank rowing and cross-training.
 - Manage all email/Slack/in-person communication with all Recreational athletes.
 - Respond to all inquiries about the programs via phone or email.
- Work with Hanlan Board, staff and other coaches to facilitate the smooth and safe operation of the Club:
 - Work with other coaches to share equipment equally and monitor damage/wear.
 - Attend all staff/coach meetings and Board meetings (as needed).
 - Secure boathouse and all equipment after use, including safety boats and motors.
 - Comply with and enforce Hanlan's safety policies, RCA Safe Sport Code of Conduct, Hanlan's boat use and damage policies and ensure the athletes under your supervision also understand and respect these policies.
 - Keep the Hanlan Board apprised of any athlete, training or program concerns.
 - Provide end-of-year reports about the progress of the programs.
 - Act as a positive role model for rowers and fellow staff, embodying Hanlan's values, policies and procedures.
 - Actively engage in the activities of the Hanlan Centre for Coaching Excellence, as a mentor of other coaches, participant in coaching seminars, and as a recipient of coaching feedback.

(Note: The HCCE is an exclusive program designed to help Hanlan's coaching staff refine their coaching skills. During the program, Hanlan coaches receive real-time feedback during practices from HCCE's Executive Director, participate in coaching seminars, take part in goal-setting sessions, and attend formal performance reviews.)

You bring:

- Demonstrated experience coaching rowing to recreational and beginner athletes.
- Excellent communication, administration, and interpersonal skills.
- Ability to work well both independently and in a team environment.
- Willingness and desire to support recreational and new rowers on their rowing journeys.
- Experience and sensitivity in dealing with members of different cultural and racial backgrounds, including visible and non-visible dimensions of diversity.
- Trained as a Learn-to-Row or RCA Coach with Rowing Canada, or equivalent coaching experience and a willingness to initiate and complete such training once hired.
- NCCP Coach Initiation in Sport.
- RCA Rowing Essentials.
- Making Ethical Decision Module / Online Evaluation.
- Safe Sport Training.
- Pleasure Craft Operator Card.
- Toronto Harbour Permit (may be obtained after hire).

- Valid Ontario Driver's License.
- Current Standard First Aid and CPR-C certification valid to the last day of the contract (may be obtained after hire).
- Vulnerable sector screening with the Toronto Police Services (may be obtained after hire).
 - Legal ability to work in Canada

You should also know:

This position is being offered with the support of a multi-year generous grant from the Coaching Association of Ontario.

Hanlan Boat Club is an equal opportunity employer. We welcome and encourage applicants of all gender identities, as well as people with disabilities. We will work with you to accommodate your needs in line with the Ontario Human Rights Code, and additionally for those with disabilities, the Accessibility for Ontarians with Disabilities Act. Should you require accommodation through the application or interview processes, or any stage of the recruitment process, please contact Hanlan Boat Club directly at hr@hanlanboatclub.ca.

To apply:

Please forward a cover letter and your resume to Lauren Park at hr@hanlanboatclub.ca. While we thank all applicants in advance for their interest, only those selected for an interview will be contacted.