



COACH JOB DESCRIPTION

Mission:

El Grupo's mission is to empower youth through bicycles. We use bicycles as our lens for positive youth development, taking a holistic approach combining the academic, social, and physical wellbeing of our youth. We teach youth how to ride a bike; we bikepack the beautiful Sonoran Desert; we race and ride both mountain and road bikes all over the southwestern U.S.; we engage our youth in service-learning projects around Tucson; we build community-minded leaders of the future.

Role:

As a coach, your job is to support the program coordinator and ensure quality programming for all your riders. You'll spend time with youth each week to build positive relationships and be an incredible role model for our youth riders, ages 7 – 18 depending on which El Grupo Program you are assigned. In this rewarding, fun, and at times challenging role, you will have a profound impact on the lives of El Grupo youth. Coaches foster values that support youth both on and off the bike, now and into their futures. Learning bike skills is a significant component of all programs at El Grupo, but the power is in the personal growth that each rider achieves. As a positive youth development program, we build confidence, core competencies, and personal discipline in youth. Because of this, the role of a coach is not just to assist the coordinator with tasks and lead youth through their daily activities; it is to be there for the youth with whatever is needed. Coaches become strong figures in youth's lives as role models and someone who they can turn to when they need help. This means it is essential that coaches understand their role as more than just a coach but as a leader.

Responsibilities:

- Spend approximately 10-15 hours per week as a coach at rider practices.
 - Create and nurture a SAFE and SUPPORTIVE environment for all youth.
 - Assist the coordinator in the implementation of the program curriculum in bike safety, skills, and maintenance as well as social-emotional learning.
 - Guide youth in a positive manner; display friendly, enthusiastic, and caring behaviors.
- Work to prevent injuries and accidents; follow all procedures related to injuries and accidents if one should occur. Report child injuries and hazards promptly to the Head Coach/Coordinator.

- Provide exceptional care, service, and relationships to the families and youth we serve. This includes maintaining strict confidentiality regarding riders and their families.
- Lead or co-lead rides and explain daily activities to youth and at times, their parents.
- Provide quality coaching, feedback and mentorship to youth in the program.
- Assist other staff with various mechanics and preparation tasks as needed such as fixing flats and minor bike adjustments, packing the van, assisting riders with safety checks, passing out appropriate equipment, etc.
- Attend, assist, and lead with youth development on overnight trips which often involve camping, food preparation, transportation, etc.
- Assist in maintaining the bike fleet before and after practices.
- Assist in the planning of practice sessions and additional activities.
- Direct volunteers during the course of the day.
- Encouraged to attend all paid staff training sessions, meetings, and programs sponsored by El Grupo.
- Other duties as assigned by Program Coordinator or Senior Leadership.

Qualifications:

El Grupo uses a tiered coaching structure, recognizing the need for a mixture of coaching skills present throughout our programs and to help grow the profession of cycling coaches.

Core Coaching Qualifications regardless of Coaching Level:

- Knowledge of Arizona and Tucson Cycling laws and experience riding bikes, including high competency levels of riding in a group.
- Basic knowledge of the mechanical workings of a bicycle.
- Knowledge of proper bike fit, cycling techniques, and basic bike safety.

Ability to take part in physical activities both on and off the bike.

- Ability to lift up to 50 pounds.
- Fitness to ride for at least 2 hours at a time.
- Ability to work occasionally on Saturdays or Sundays (approximately 2 per month).

Passionate about working with youth, ages 7-18.

- Previous experience working with youth.
- Ability to navigate with the aid of GPS as well as a map.
- Respect for all types of riding (MTB, road, touring, bikepacking, racing, commuting, gravel, etc.)
- Levelheaded in stressful situations and ability to make judgement calls in the interest of all riders.
- Ability to work independently towards a common goal.
- Knowledge of Tucson road and mountain bike routes.
- Ability to use basic technology such as Google docs, GPS, TeamSnap, etc.
- Preferred: Bilingual in Spanish and English

Coach Level One:

- Has and maintains certifications in First Aid, Wilderness First Aid, and advanced bike leadership/coaching.
- Has a minimum of 5 years of experience working with youth in a positive youth development setting.
- Has a minimum of 4 years of experience coaching youth, preferably in cycling. • Ability to drive a 15-passenger van while pulling a trailer.
- Demonstrated ability to step into the role of Program Coordinator/Head Coach as instructed and needed.
- Can provide and lead cycling and coaching instruction to new coaches and/or volunteers.

Coach Level Two:

- Has and maintains certifications in First Aid and/or Wilderness First Aid and at least Level 1 of BICP (Bike Instructor Certification Program) certification. Is willing to advance to higher levels of certification.
- Has a minimum of 3 years of experience working with youth in a positive youth development setting.
- Has a minimum of 2 years of experience coaching youth, preferably in cycling. • Ability and willingness to coach/ride with all levels of rider ability and with other programs as necessary.

Coach Level Three:

- Is willing to achieve certifications in bike leader/coaching certification during their first year of employment and to maintain certification or advance into higher levels of certification.
- Has a minimum of 1 year of experience working with youth in a positive youth development and/or is a graduate of El Grupo Youth Cycling programming. • Has a minimum of 1 year of coaching experience and/or served as a Junior Coach/Mentor at El Grupo's Summer Bike Camp or Junior Coach in an El Grupo Program.