



**Title:** Programming Director/Head Junior Coach  
**Reports To:** Executive Director

**Company Information:**

Endurance United is a 501c3 non-profit corporation. Endurance United's mission is to promote an Active, Healthy, Outdoor Lifestyle through Nordic ski programming and endurance racing events.

**Job Description:**

The Programming Director is to oversee all aspects of Endurance United's athletic programming. They will work with the Executive Director to plan, implement, advertise and manage Endurance's programs designed for participants of all ages: youth, juniors and adults. Focuses of the position are as follows:

1. Overseeing all levels of programming.
2. Lead competitively successful Junior Nordic program.
3. Cultivating and supporting experienced part-time coaching staff.
4. Develop effective recruitment pipe-lines into every level of programming.
5. Explore new programming directions.
6. Assist in general corporate operations.

**Overseeing All Levels of Programming:**

Develop, execute and monitor appropriate and effective program goals and training plans for each program: youth, junior and adult Nordic skiing, youth Trail Kids. Is expected to help set direction/objectives when not present. Communicating weekly training plans, updating coaching staff and advertising future programming in a timely manner essential. Must be approachable to participants of any ability level and expected to build relationships with key members.

**Lead Competitively Successful Junior Nordic Program:**

The Endurance United Junior Program has been competitive on the local, regional and national level. The programming director will serve as the head coach of the Junior Team and must be experienced in advanced training plan writing and be able to connect with top athletes. Recruitment of future athletes highly important.

**Cultivating and Supporting Experienced Part-Time Coaching Staff:**

Endurance United relies heavily on a strong part-time coaching staff at all levels. The programming director will be required to build strong lines of communication with the coaching staff, aid in their development as coaches and to recruit new coaches.



### **Develop Effective Recruitment Pipe-Lines**

Recruitment of new Junior Team athletes, engaging youth participants and connecting adult skiers to our program. Sensitive to reasons to join EU: competitive, recreational, community based reasons.

### **Explore New Programming Directions**

Endurance United's programming mainly consists of Nordic skiing. The programming director will help to determine best avenues for added programming, i.e. mountain biking, trail running, orienteering.

### **Assist In General Corporate Operations**

The Programming Director is to assist the Executive Director in both day-to-day operations as well as major initiatives such as our Urban Trail Series events.

### **Skills:**

Able to communicate clearly and openly in both written and oral form on a fun intellectual level with all ages. Has a high level of personal fitness (we desire to lead by example). Very proficient with the computer such that web navigation and desktop communication are done with ease. Thorough knowledge of many types of fitness, especially that of endurance sports and cross-country skiing.

### **Experience:**

Extensive personal experience within cross-country skiing, especially in the art of its technique progressions, training plans and strength training. Has coached cross-country skiing at various levels and can describe experiences they have learned from this process.

### **Education:**

Preferably has a bachelor degree in exercise physiology, is a certified personal trainer or has other formal training in the art of exercise sciences.

### **Work Status:**

Full Time

### **Travel:**

Position requires travel for training camps, junior national qualifiers, junior nationals, senior nationals and to the annual USSA Meeting.

### **Note:**



This job description is subject to change. Employment for this position does not constitute a guarantee that the requirements of this role will remain as described above.