



CROWN MOVEMENT HIGH SCHOOL LEADERSHIP AND WELLNESS PROGRAM

POSITION ANNOUNCEMENT

Crown Movement Lead Coach

Lead with presence. Coach with purpose. Build spaces where youth thrive.

Position Type: Part time, hourly, contract position

Location: High school sites in Richmond, Virginia

Schedule: Sessions during after school hours based on assignment

Assignment Term: Nine week program cycles, with up to three cycles based on school requests and program demand

Reports To: Crown Movement Program Leadership

ABOUT CROWN MOVEMENT

Crown Movement is a high school leadership and wellness group coaching program designed to help students strengthen confidence, communication, emotional wellness, healthy relationships, decision making, and leadership. Its gender specific groups are Queens Court for girls and Kings Corner for boys. Schools generally host both groups, but may request one based on student needs. Applicants select one group for consideration, and team members are assigned to one group for each program cycle. Coaches build culturally responsive spaces where young people feel seen, supported, challenged, and empowered. Assignments reflect program needs, qualifications, fit with the student group, and applicable requirements.

POSITION SUMMARY

The Crown Movement Lead Coach is the primary facilitator responsible for delivering high quality group coaching experiences for high school students. This coach leads with presence, builds authentic relationships, guides meaningful conversations, and creates a structured, trauma informed space where students can grow in confidence, wellness, relationships, decision making, and leadership.

KEY RESPONSIBILITIES

- Facilitate weekly Crown Movement group coaching sessions using the approved curriculum and program model.
- Create a welcoming, trauma informed, culturally responsive, and emotionally safe learning environment.
- Build strong, appropriate relationships with students and encourage honest participation.
- Lead interactive activities, guided discussions, small groups, reflections, and wellness practices.
- Adapt delivery to student needs while protecting program goals, session flow, and learning outcomes.
- Guide and coordinate the Assistant Coach and Coach Intern before, during, and after sessions.
- Monitor engagement and group dynamics, address emerging concerns, and complete required documentation on time.
- Communicate professionally with program leadership and designated school staff.
- Participate in required Crown Movement Coaching Academy training, team meetings, and reflective supervision.
- Support family engagement activities and special events while following all confidentiality, mandated reporting, school safety, and professional conduct requirements.

MINIMUM QUALIFICATIONS

- Bachelor's degree preferred. An associate degree with substantial youth development experience may be considered.
- At least three years of experience working with adolescents in education, counseling, coaching, social services, prevention, mentoring, recreation, or community programs.
- Demonstrated ability to facilitate groups, lead discussions, and engage high school students.
- Strong communication, organization, documentation, conflict management, and teamwork skills.
- Ability to work effectively with students and families from diverse backgrounds and life experiences.
- Reliable transportation to assigned program sites.
- Ability to complete required background screening and school clearance requirements.

PREFERRED QUALIFICATIONS

- Degree or professional background in school counseling, education, social work, psychology, coaching, prevention, public health, or youth development.
- Training or experience in trauma informed care, restorative practices, social and emotional learning, or positive youth development.
- CPR and First Aid or Youth Mental Health First Aid certification.
- Experience leading school based groups, after school programs, family engagement, or youth celebrations.

YOU WILL THRIVE IN THIS ROLE IF...

- You can command a room without overpowering it.
- You know how to balance structure, empathy, energy, and accountability.
- You listen for what students are saying and what their behavior may be communicating.
- You prepare thoroughly, document consistently, and follow through without being chased.

CROWN MOVEMENT COACHING ACADEMY

Every Crown Movement team member enters through the Crown Movement Coaching Academy, the training and professional development pathway for interns, assistant coaches, and lead coaches. Team members receive program orientation, curriculum guidance, facilitation support, required prevention and safety education, and ongoing coaching to ensure consistent, high quality delivery. Required training is compensated at a separate training rate when applicable.

READY TO HELP YOUNG PEOPLE WEAR THEIR CROWNS WELL?

Apply online: <https://unbreakableminds.org/job-opportunities>

Or email a cover letter and résumé to: coaching@unbreakableminds.org

Compensation or placement terms will be discussed with candidates selected for an interview.

If applying by email, identify the position in the subject line. Select one group for consideration: Queens Court or Kings Corner. Applications are reviewed on a rolling basis, and positions remain open until filled.

Questions? Email coaching@unbreakableminds.org.

