



Sailing Race Coach Job Description

Reports To

School Director

Position Summary

Modern Sailing is seeking a Sailing Race Coach who combines practical racing experience with a passion for teaching and mentoring sailors.

The ideal candidate understands that great coaching is about developing people, not simply winning races. Whether your background is primarily racing, instruction, or a combination of both, you are committed to helping sailors build confidence, competence, teamwork, and a deeper understanding of the sport.

This role supports Modern Sailing's racing pathway through on-the-water coaching, race team leadership, skills development, and student mentorship. Coaches are expected to create a positive and professional learning environment while helping sailors advance from introductory racing concepts through increasingly competitive race team participation.

What We're Looking For

Racing Experience and Teaching Ability

- Demonstrated racing experience on sailboats.
- Passion for helping sailors improve their skills and confidence.
- Ability to break down complex concepts into clear, actionable instruction.
- Ability to coach sailors with varying levels of experience and racing backgrounds.
- Strong interpersonal and communication skills.

Coaching Style

- Encouraging, patient, and supportive.



- Able to deliver constructive feedback in a positive manner.
- Maintains composure in high-pressure and rapidly changing situations.
- Creates an environment where sailors feel comfortable learning from mistakes.
- Serves as a role model for professionalism, sportsmanship, and teamwork.

Team-Oriented Mindset

- Approachable and easy to work with.
- Invested in student success and long-term development.
- Willing to collaborate with instructors, coaches, and School Operations staff.
- Focused on strengthening both sailors and race teams.

What We're Not Looking For

We are specifically not looking for the stereotypical yelling racer-coach.

If your coaching style relies on intimidation, criticism, or making sailors feel embarrassed for mistakes, this is not the right fit.

Modern Sailing values coaches who are skilled, experienced, supportive, and respected because of how they teach and lead others.

Essential Duties and Responsibilities

Racing Instruction & Coaching

- Coach sailors participating in Modern Sailing's Intro to Spinnaker Racing Clinic.
- Coach Level 1 Introduction Race Teams and other racing programs as assigned.
- Support Level 2 Development Race Teams and specialty racing programs when appropriate.
- Coach both skippers and crew members.
- Help sailors progress through Modern Sailing's racing pathway.
- Teach race preparation, teamwork, communication, and execution.



On-the-Water Training

- Lead structured on-the-water training sessions.
- Develop drills that build confidence and reinforce skills.
- Coach spinnaker handling, crew communication, sail trim, boat handling, mark roundings, starts, and tactical decision-making.
- Rotate sailors through crew positions to broaden their racing experience.
- Help students understand the relationship between individual performance and overall team success.

Race Team Leadership

- Lead race team practices and regatta preparation sessions.
- Conduct pre-race briefings and post-race debriefs.
- Establish clear learning objectives for training sessions and race series.
- Foster teamwork, accountability, and camaraderie.
- Communicate proactively with students regarding expectations, goals, and progress.

Safety & Risk Management

- Promote and maintain a strong culture of safety.
- Conduct safety briefings when appropriate.
- Ensure compliance with Modern Sailing operational and safety procedures.
- Promote good seamanship, sound judgment, and risk management practices.
- Maintain professionalism while operating vessels in a wide range of weather and sailing conditions.

Student Experience

- Create a positive and welcoming learning environment.
- Provide timely and constructive feedback.
- Encourage participation and engagement from all team members.
- Support student retention and continued advancement within the racing program.
- Represent Modern Sailing professionally both on and off the water.



Preferred Racing Knowledge

Experience with some or all of the following is highly desirable:

- Racing Rules of Sailing.
- Starting strategy.
- Mark roundings.
- Wind shifts and current strategy.
- Crew communication systems.
- Race course management.
- Performance sail trim.
- Regatta preparation and race logistics.
- J/105 operations and asymmetrical spinnaker handling.

Qualifications

Required

- Demonstrated sailboat racing experience.
- Strong communication and coaching skills.
- Ability to teach sailors with varying backgrounds and experience levels.
- Active USCG OUPV (Six-Pack) Captain's License or higher USCG license.
- Commitment to safety, professionalism, and customer service.
- Ability to work in a team-oriented instructional environment.

Preferred

- Previous coaching, teaching, or mentoring experience.
 - Experience racing keelboats and/or sportboats.
 - Experience with asymmetrical spinnaker systems.
 - Experience racing or coaching on San Francisco Bay.
 - ASA Instructor certification or equivalent instructional credentials.
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Physical Requirements

- Ability to move safely about sailboats under sail and power.
 - Ability to assist with docking, line handling, sail handling, and crew positioning.
 - Ability to work outdoors for extended periods in varying weather conditions.
 - Ability to lift and carry sailing equipment consistent with normal sailing operations.
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Schedule & Availability

- Available to work weekends.
 - Available to coach weekday evening race programs, typically between 5:00 PM and 9:00 PM.
 - Available to work from Modern Sailing locations in Sausalito and Berkeley.
 - Available for occasional regattas, special events, and racing clinics.
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Programs Supported

Intro to Spinnaker Racing Clinic

- Four-day clinic conducted over two consecutive weekends.
- Instruction includes asymmetrical spinnaker handling, starts, tactics, sail trim, crew communication, mark roundings, and racing fundamentals.

Race Teams

- Level 1 Introduction Race Teams.
- Level 2 Development Race Teams.
- Women's Racing Programs and specialty race initiatives as assigned.

Local Regattas & Club Racing

- Berkeley Yacht Club (BYC)
- Corinthian Yacht Club (CYC)
- Sausalito Yacht Club (SYC)
- Golden Gate Yacht Club (GGYC)



Equal Opportunity Statement

Modern Sailing is committed to creating an inclusive, welcoming, and supportive environment for students, members, employees, contractors, and volunteers. We encourage candidates from diverse backgrounds and experiences to apply.

Successful coaches are selected based on their ability to safely lead, teach, mentor, and inspire sailors while supporting Modern Sailing's mission of delivering exceptional sailing education and experiences.