



Head of Development Squads

Hours: c.10hrs / wk plus gala duties where required.

Salary: Depending on Experience

Reports to: Head Coach and Executive Committee

Job Description

- **Responsibility for managing & delivering the coaching program** for their designated section of the club in line with the overall direction set out by the Head Coach.
 - Prepare **training session plans** for relevant squads
 - Ensure fair and regular **assessments of swimmers** and smooth **transition of swimmers from learn-to-swim into squads, and between squads** as appropriate.
 - Covering for other coaches as required during periods of holidays or absence through illness.
- **Managing the volunteer coach resource** for their section of the club, to ensure the appropriate poolside cover and the highest standard of coaching possible at their level.
 - Attend regular **coaching review meetings** with Head Coach
 - **Mentoring of** at least one volunteer coach to assist in their development.
- Specific **“hands-on” coaching time** for swimmers within defined squads within the club
 - Regular pool-side coaching time should also be spent with other adjacent squads when appropriate. (*Suggest 80% of active coaching time with own squad and 20% of time with lower squads / teaching*)
- Support the Head Coach by attending the agreed **calendar of competitive events** that the club will support through the season.
 - Includes both individual competitions (Open meets) and team competitions (e.g. MicroLeague.)
- Maintaining open **internal communication** channels between volunteer coaches, swimmers, parents and the Committee to ensure everyone has up to date information, understands the coaching philosophy and understand the development plan for all swimming groups in relevant section.
- Attend to **other such "general" duties** associated with the post of Head of Development Squads, as determined by the management Committee from time to time

Skills and Qualities Required

- Interest and ability in swimming coaching
- ASA Level 2 Certificate in either Teaching or Coaching (as a minimum)
- Ideally hold a valid NPLQ lifeguarding qualification and recognised Safeguarding certification, although successful candidate will be put through these qualifications if not already held.
- Good spoken communication skills with the ability to inspire confidence and motivate swimmers.
- Perseverance, patience and with an empathy for young people
- Willingness & commitment to work early mornings, evenings and weekends as required.
- Demonstrate an ability to work as part of a team and be proactive in organising and scheduling your work.