



Nanaimo White Rapids Swim Club

Swim Team Development Coach - 2019-09-04

Job Title: Development Coach

Accountable to: NWRSC Board of Directors through Head Coach

Keep Informed: NWRSC Coaching Committee

Our club has approximately 220 swimmers of all ages, experience and skill level. We have a good mix of social and competitive swimmers with a number of Provincial Finalists and medalists. We practice out of a 6 lane outdoor pool in Nanaimo. Our club competes regionally throughout beautiful Vancouver Island from May through August of each year.

It is important that our Development Coach is someone that is fantastic at developing relationships with children of all ages (as well as their families) and is willing to learn how to teach basic competitive swimming techniques. The Development Coach should have an enthusiastic and positive attitude and support the philosophy of the swim club. The main goal of the Development Coach is to support the group coach and create a fun and inviting learning environment to ensure a positive swimmer experience, while at the same time, motivating participants to attain their best performance and to continually strive for excellence.

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The job of Development Coach is a salaried position. Schedules/hours may change throughout the season according to the natural fluctuations in an average summer swim season. It is expected that the Development Coach will work as a professional to fulfill all the obligations of the job description and:

1. Provide support for coaching services for the swim club.
2. To work in cooperation with the swim club.
3. To assist the Head Coach and Assistant Head Coach with any assigned duties.
4. To communicate well with the coaching staff, parents, swimmers, and Coaching Committee members, including the use of any designated communication applications and regular use of email.

ESSENTIAL QUALIFICATIONS:

1. Strong leadership abilities.
2. Excellent communication skills and comfort communicating with other coaches, swimmers, parents and NWRSC committees.
3. A high degree of organization
4. Punctual and able to work in a fast paced environment
5. Enthusiastic and positive attitude while supporting the philosophy of the swim club.
6. Ability to organize own transportation to and from swim meets.

SKILLS REQUIRED/RECOMMENDED

7. Minimum 14 years of age by May 1.
8. Bronze Medallion and Bronze Cross recommended
9. Completion of the Nanaimo White Rapids Coach in Training Program (or equivalent) recommended.
10. NCCP Community Coaching (Encouraged).
11. Prior experience as a coach (including volunteering) recommended.
12. Prior experience as a competitive swimmer.
13. Active swimmer status with the NWRSC/BCSSA
14. Recommendation from a previous coach.
15. Criminal record check must be completed.

MAIN DUTIES

Club Culture/Mission/Community Engagement

1. When on deck and during any club activities, safety is the primary concern.
2. Able to communicate effectively and respectfully with the Head Coach, other coaches, Board members, Coaching Committee members, swimmers and parents.
3. Be a positive role model for the swimmers of White Rapids by following the values of the club and the Head Coach, demonstrating these values during practices and at meets,

providing an engaging and appropriate learning environment for swimmers and coaches, and being an active leader for your group and White Rapids as a whole.

4. Demonstrate leadership by treating your swimmers, their parents, and other coaches with professionalism on deck and away from the pool, as well as being an appropriate model for behavior and language while at swim meets, practices and any other time one is representing the White Rapids.

Administration

1. Complete all necessary administrative duties, as designated by the Head Coach, within deadlines.
2. Maintain professional relationships with the Head Coach, Group Coach and Coaching Committee through timely and appropriate written, spoken and electronic communication.
3. Meet with a representative of the Coaching Committee on a regular basis throughout the season.
4. Attend in-service/staff training sessions, as designated by the Head Coach
5. Participate in team building/group activities, as designated by the Head Coach.

Coaching

1. Support the Group Coach in maintaining overall deck safety of swimmers during training and at swim meets.
2. Coach from both in and out of the water, to demonstrate technique and support swimmers, as directed by the Group Coach
3. Develop and educate yourself on ways to be a more effective coach, which will include mentorship from the Group Coach and Head Coach as well as participating in any in-service/staff training offered.
4. Attend and complete the Development Coach training program, including completion of any assignments/tasks given.
5. Continue to develop technical swimming skills & leadership skills as a swim coach.
6. Demonstrate leadership by treating your swimmers, their parents, and other coaches with professionalism on deck and away from the pool, as well as being an appropriate model for behavior and language while at swim meets, practices and any other time one

is representing the White Rapids.

7. Arrive early for shifts and make yourself available should parents/swimmers want to discuss anything after practice.
8. Be familiar with and follow the NWRSC Codes of Conduct for Swimmers and Employees and ensure that swimmers and coaches are also familiar with these codes.
9. Be a positive role model for the swimmers of White Rapids by following the values of the club and the Head Coach, demonstrating these values during practices and at meets, providing an engaging and appropriate learning environment, and being an active leader for your group and for the White Rapids as a whole.
10. Communicate effectively, including, but not limited to, relaying accurate and relevant information to swimmers in one's group and their parents; providing effective feedback to all swimmers in your group about their performances in practice and at meets; and openly discussing with one's Group Coach the practice strategies of the assigned group.
11. Ensure respectful & positive communication to all swimmers in the assigned group.
12. Meet regularly with assigned Group Coach to:
 - a. Maintain open and effective communication.
 - b. Formulate, record, and evaluate workout plans.
 - c. Evaluate the progress and development of each swimmer.
 - d. Document discipline problems or inappropriate behavior by a swimmer, including but not limited to physical and/or verbal actions that create an environment that is distracting or not conducive to the group's learning.
13. Complete any tasks assigned by the Head Coach in an effective and timely manner.

Responsibilities Specific to Swim Meets

1. Attend swim meets as scheduled by the Head or Assistant Head Coach.
2. Participate and/or lead club cheers as requested, and otherwise be an active member in the cheer.
3. Support Group Coaches tracking swimmer progression through splits and notes.
4. Make connections with junior swimmers and families at the meet.
5. Support families and swimmers at the meet by answering questions and providing information.

6. Assist in marshalling for junior divisions and provide support on deck/in-water to support novice swimmers.