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Head Coach – Senior Level

Velocity Swimming (Inland Empire Swimming, Wenatchee, WA)

Salaray Range: $38,000-$45,000 dependent upon experience and qualifications

Job Description

Velocity Swimming (VS), (www.velocity-swimming.com) of Wenatchee, Washington (USA) is seeking a dynamic, motivated, and highly skilled Head Coach to lead our year-round competitive swim program in the beautiful Wenatchee Valley.

We are seeking an ASCA level 3 or higher Head Coach for our competitive swim club. Velocity Swimming is open to considering the right candidate with equivalent experience. VS is a competitive swim team with over a 40-year history in the Wenatchee Valley. The team has swimmers from beginning level age group athletes to National Qualifiers. Our alumni have gone on to swim and study at top ranked universities including Brown University, University of New Mexico, Whitworth, University of Puget Sound, Washington State University, Pacific Lutheran University, and the Air Force Academy. The team trains at three locations around Wenatchee; primary year-round locations being Wenatchee High School (25-yard, 6-lane pool) and the Eastmont YMCA Aquatic Center (25-yard, 6-lane pool). During the summer long course season, training is held in the City of Wenatchee outdoor 50-meter, 10 lane pool located in Pioneer Park in Wenatchee. VS is a nonprofit 501(c)(3) organization under the direction of a parent volunteer board of directors elected annually by the membership.

VS currently has approximately 100 swimmers in four progressing training groups: Copper, Steel, Bronze, and Senior who train year-round with a staff of seven certified coaches. We are a Level 3 club recognized program by USA Swimming. Our current Head Coach, who is planning to retire at the end of the 2019 long course season, has enjoyed a very successful eight-year coaching career with VS, and will be assisting our team in finding a new head coach to continue our strong tradition of a high-quality program. Our team is proud of all our skilled and versatile assistant coaches, including our highly regarded Head Age Group Coach. The team hosts two short course meets and two long course meets each year. Our most renowned meet being Apple Capital with approximately 900 participants.

About Wenatchee:
Velocity Swimming is located in Wenatchee, WA, the Apple Capital of the World! Wenatchee's beautiful foothills and valleys, at the confluence of the Wenatchee and Columbia Rivers, offer many great recreational opportunities. Located approximately two and one-half hours from both Seattle and Spokane, Washington's two largest cities, Wenatchee offers easy access to professional sports teams, concerts, and cultural events. Wenatchee has a proud tradition of providing its own host of minor league sports teams, music, arts, and cultural events. See the "We Are Wenatchee" video links below. Additionally, Wenatchee and the surrounding areas offer some of the best wineries in the world. Mission Ridge Ski Area is located a short 20 -minute drive from downtown. VS is a current member of the Wenatchee Valley Chamber of Commerce. The Wenatchee Valley Chamber of Commerce site link is offered below as well.

Wenatchee Chamber of Commerce: http://wenatchee.org/
We are Wenatchee Video Part I: https://vimeo.com/88411706
We are Wenatchee Video Part II: https://vimeo.com/121429638
We are Wenatchee Video Part III: https://vimeo.com/208608170

Responsibilities:
The ideal individual selected for this full-time position needs to be experienced in the day to day operation of a larger swim club, be self-motivated, organized, and an excellent motivator/communicator. The head coach of VS will possess the ability to connect and maintain positive working relationships with swimmers, parents, and coaching staff alike. Responsibilities include:

- Day-to-day direction, hands-on guidance, and involvement in all aspects of the swim program, including, but not limited to, exceptional communication skills with parents, swimmers, board members, and coaching staff.
- Be a member in good standing in USA swimming and support the ongoing implementation of USA swimming rules, regulations, and safe sport policies.
- Be involved in implementing club policy with an overall vision and progression toward growth and improvement of the Club.
- Take the lead in maintaining and developing new club policies to benefit the overall welfare and development of the Club.
- Must execute Club policy as it pertains to the events, administrative functions assigned, or structural make-up of the Club.
- Manage the coaching staff and ensuring that motivation and technical feedback is presented equally to all swimmers regardless of skill level.
- Other duties and responsibilities as assigned by the Executive Board.

Minimum Qualifications:

- Passion for the sport of swimming
- Exceptional organizational and leadership skills
- Experience in developing swimmers from entry level age group swimmers to National Qualifiers
- Ability to positively communicate critiques of swim technique and provide motivational goal setting
- ASCA Level 3 Certification or equivalent skills
- Excellent communicator (verbal and written)
- Bachelor's degree desired
- Member in good standing with USA Swimming including being current on all background checks, certifications, and athlete protection training
- Proficient computer skills (Team Unify, Team Manager, Meet Manager, Office, Google calendar and docs)
- Basic financial skill set (P&L statements, budget process)
- Experience in mentoring/developing subordinate coaches

Duties Include:

Coaching:

- Active involvement in the recruitment, development, and progression of swimmers at all levels of our program.
- Primary coach for Senior level group.

- Determine the assignment of swimmers to training groups, to include assessments and approval of swimmer advancements.
- Design and oversee the implementation of the seasonal training plans for all groups.
- Develop and/or ensure workouts are appropriate for the age group, including dryland training and regular stroke/technique clinics.
- Develop long-term team/group goals and swim programs to meet these goals including seasonal and weekly training programs.
- Work with swimmers to determine appropriate individual goals and develop tailored training to meet these goals.
- Foster team spirit by exhibiting and maintaining a positive attitude and team building.
- Endorse VS's focus on helping kids learn life skills such as discipline, goal setting, time management and healthy habits that will benefit them throughout life through the sport of swimming.

Swim Meets:

- Develop season meet schedule (SCY and LCM).
- Ensure all swim meets have adequate coaching coverage for all swimmers participating.
- Prepare meet entries in accordance with meet calendar and entry procedure for each meet.
- In the event of a travel meet, head coach will work with the assigned group coach to create the itinerary and select transportation and lodging within the Board established budget/policy guidelines.
- Assist in planning the team travel budget, as needed.
- Serve as the meet director for our home meets, including overseeing/supporting the volunteer coordinator's efforts to ensure parent volunteer hours are met

Administration:

- Attend all monthly Board of Director Meetings.
- Lead monthly meetings with coaches to ensure they are meeting coaching goals and standards established by the head coach.
- Complete all required paperwork in a timely manner, including but not limited to job reviews, pool contracts, and monthly coach's report to the Board.
- Manage and submit team entries for all meets.
- Maintain current coach's credentials as required by USA Swimming.
- Along with the Board of Directors, work with local city and business entities to ensure consistent swim schedule and pool/facility availability.
- Communicate to the Board of Directors any issues concerning schedules, facilities or contracts.
- Actively support team fundraising activities.
- Assist the Board of Directors with the development and implementation of the annual budget. Propose annual items to be considered for the budget and conduct Club activities in accordance with the parameters of the budget.
- Represent VS through active involvement in the Inland Empire LSC.

Professional Development:

- Responsible for coordinating and scheduling the continuing education for the Head and Assistant Coaches.
- Will conduct him/herself in a professional manner always and in accordance with team and USA Swimming Code of Conduct.
- Recruit and retain coaching staff within budget determined by the Board; termination requiring Board review.
- Develop training plan for all coaches, including the development of goals, evaluations, and monthly staff meetings.

- Ensure assistant coaches are fulfilling their responsibilities as assigned.

Communication:

- Communicate effectively to team members with weekly emails, monthly newsletter, and website/social media
- Maintain weekly working hours off the deck/outside of the pool
- Be exceptional in the application of positive, consistent, and effective motivation strategies when working with swimmers, parents, and coaching staff in relation to all aspects of the program.

Compensation:
The team will be offering a competitive salary based on experience and qualifications. The anticipated salary range for the head coach will be starting at $38,000 to $45,000 depending upon the skill set and qualifications of the candidate. Meet travel per-diem, cell phone allowance, and certification upkeep are paid by the team.

How to Apply

Application Process:

To apply, interested candidates should send coaching philosophy, resume including job qualifications or accomplishments, and introduction letter electronically to the Velocity Swimming Executive Board President, Mike Neer at execboard@velocity-swimming.com. Application materials must be submitted by April 15, 2019 at 12:00 pm. If additional information is needed by the applicant the preferred contact method is by email, however, Mike Neer can be contacted at (509) 699-3379 and will do his best to return calls in a timely fashion.

Anticipated Timeline*:
March 8 – Until Filled: Job posted for applicants to review and submit information electronically. Screening committee may contact individual candidates for additional information and inquiries if needed; April 22, 2019: Telephone/Skype interviews begin; May 1– 31st: In person interviews We are striving to fill the Head Coach position in time for the short course season which starts after Labor Day. The date is a target date and may change based upon the new coach's commitments. **Timeline/dates are subject to change and are to be used as a guideline for the applicant and may change based upon interest and need.*