



Head Coach

This position will remain open until filled. Start date is negotiable between Jun 1 – Sep 15, 2021.

Job Description

Metro Aquatics is searching for an experienced, enthusiastic, and dedicated Head Coach to manage the Metro Aquatics team, fostering a positive environment and individual successes.

Metro Aquatics historically serves (pre-covid) over 400 swimmers (10% African American/Black; 18% Latino/Hispanic; 22% Asian; and 48% white). 40% of our team members qualify for free/reduced lunch. The Lead Senior Coach must be capable of creating a positive and inclusive environment that welcomes youth from ethnically diverse and resource-challenged populations. Our mission for all coaches is to assist all swimmers in identifying and achieving success, whatever success means for each individual.

Metro Aquatics is a 501(c)3 nonprofit-run, coach-run, USA-Swimming Club Recognition Level 3 competitive swimming program located in Tacoma, Washington. In the past ten years, our senior program has had 99% annual lifetime bests in primary events; a top-40 finisher at the U.S. Olympic Trials and a U.S. Paralympic Trials champion.

The successful candidate will be an energetic, compassionate teacher and a strong motivator capable of molding swimmers into successful adults while allowing individuals to define success for themselves. They will provide a fun and enjoyable environment, while developing and improving the technical and physical skills of competitive swimming. They will have strong communication skills and be able to communicate effectively in both verbal and written form with athletes, parents and staff.

In the performance of their respective tasks and duties the Head Coach is expected to:

- Maintain a positive attitude and set an example of good sportsmanship.
- Have excellent administrative and organizational skills.
- Recruit new athletes to join team.
- Build community enthusiasm and team camaraderie.
- Work with and relate to people of all ages.
- Increase athlete retention and participation in selected meets and team events.
- Emphasize proper technique and conditioning.
- Motivate swimmers in a positive manner.
- Instill a love and respect for the sport of swimming.
- Resolve conflicts in a professional, tactful manner.
- Prove to be highly punctual.
- Conduct oneself in a professional manner in the pool and in the community.
- Support the mission and philosophies of Metro Aquatics.

Candidates of diverse identities and backgrounds are strongly encouraged to apply.



Essential Duties

- Continually ensure the participants' safety and wellbeing.
- Oversee the scheduling of practices, meets and events, and team structure.
- Directly coach assigned at least one training group.
- Communicate pertinent information and provide feedback to swimmers and families.
- Identify swim team program needs; allocate resources and assign staff to meet those needs.
- Support team with creating swim team policies and setting long term swim team direction.
- Ensure swim team compliance with Federal, State, and Local laws, USA Swimming and Pacific Northwest Swimming.
- Resolve all escalated swim team-related customer service concerns.
- Ensure incident and accident forms are completed properly and are forwarded as needed.
- Ensure adherence to swim team program policies and procedures for program operation.
- Ensure adherence to Metro Aquatics travel policies and procedures for program trips.
- Provide supervision to all assigned employees through evaluation and training.

Qualifications

- Adequate coaching and/or swimming experience.
- Membership in good standing of USA Swimming and certifications in AED, CPR, First Aid and Lifeguard Training.
- Possess knowledge of swimming and the development of young athletes.
- Must be able to have a Washington State drivers license within 6 months of starting.

Additional Information

Must be able to travel to meets.

Must be able to work irregular work hours, with some weeks working in excess of a 40-hours.

Must have visual and auditory ability to respond to critical situations and physical ability to act swiftly in an emergency.

Must be organized, observant of deadlines, and have excellent communication skills with supervisor, parents and students/

Employment is subject to a National and/or Washington State Patrol background.

EQUAL OPPORTUNITY: All qualified persons will be considered for employment without regard to race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, parental status, military service, or other non-merit factor.

Interested candidates please email resume and cover letter to:

yienwf@furtherconsulting.com.