**FRANKLIN GLEN SWIM TEAM COACHING POSITIONS FOR SUMMER 2022**

**The Franklin Glen Gators is a summer club swim team affiliated with the Colonial Swimming League (CSL). Residents of Franklin Glen and members of our pool between the ages of 5 and 18 are eligible to participate.

The goal of our team is to provide every member an opportunity to improve swimming skills and achieve success at his or her level of ability, from the novice to the advanced swimmer, in a safe and fun environment.**

 **The season starts with coaches training the week before Memorial Day, and the swimmers first day of practice is after school on the Tuesday after Memorial Day. The season generally ends the last week of July or the first weekend of August.**

**Job Descriptions**

**Head Coach**

The Head Coach is responsible for the overall execution of the Franklin Glen Swim Team program. The Head Coach is responsible for the following duties:

* Ensure the highest level of safety is maintained at all times for the swimmers.
* Create an upbeat atmosphere in which swimmers are challenged to improve their skills while ensuring a fun experience for all participants.
* Supervise assistant coach and junior coaches as well as Gatoraides.
* Monitor numbers of swimmers in each lane to ensure the safety of the swimmers.
* Ensure the proper number of coaches and aides in each lane according to swimmers’ capabilities.
* Prepare swimmers for Saturday and Wednesday meets.
* Mentor the assistant coach, junior coaches and Gatoraides.
* Attend all meets, including Time Trials, A & B Meets, Divisionals, All Stars, Relay Carnival and others that may be added to the schedule.
* Attend all Gator social events.
* Create an environment of “Gator Spirit” at practices and meets.
* Communicate regularly with the Board (provide status updates to the Board President via weekly sit-down meetings).
* Communicate regularly with parents.
* Work with the webmaster to understand, manage and apply the current swim program to maximize efficient operations.
* Ensure DQs are properly explained to swimmers prior to the next swim meet.
* Coordinate and delegate coaching coverage such that there is adequate coverage across all swimmer age groups and abilities.
* Attend June, July, and August board meetings as necessary.

**Assistant Coach**

The Assistant Coach is responsible for assisting and supporting the Head Coach in the overall execution of the Franklin Glen Swim Team. The Assistant Coach is responsible for the following duties:

* Ensure the highest level of safety is maintained at all times for the swimmers.
* Assist with the supervision of the junior coaches and Gatoraides.
* Monitor numbers of swimmers in each lane to ensure the safety of the swimmers.
* Attend all meets, including Time Trials, A & B Meets, Divisionals, All Stars, Relay Carnival and others that may be added to the schedule.
* Prepare swimmers for Saturday and Wednesday meets.
* Act as Head Coach in his/her absence from practice or a meet.
* Mentor the Gatoraides and junior coaches.
* Oversee and assess all Gatoraides providing timely, accurate and constructive feedback about their performance.
* Attend all Gator social events.
* Create an environment of “Gator Spirit” at practices and meets.
* Communicate with parents as advised by the Head Coach.
* Adhere to the Head Coach’s instructions regarding coverage and responsibilities for swimmer age groups.
* Other duties reasonably requested to carry out.

**Junior Coaches**

Junior Coaches are responsible for assisting and supporting the Head Coach and Assistant Coach in the overall execution of the Franklin Glen Swim Team. Junior Coaches are responsible for the following duties:

* Ensure the highest level of safety is maintained at all times for the swimmers.
* Coach one sub group of swimmers, ensuring those swimmers learn proper technique for four swim strokes (freestyle, backstroke, breast stroke, and fly).
* Collaborate with other junior coaches.
* Implement the swim team plan for specific age groups.
* Assign children (within the age group) to lanes by skill level.
* Develop rapport with each of the children in an age group.
* Attend all meets, including Time Trials, A & B Meets, Divisionals, All Stars, Relay Carnival and others that may be added to the schedule.
* Attend all Gator social events.
* Create an environment of “Gator Spirit” at practices and meets.
* Communicate with the Head Coach and Assistant Coach to regularly address coaching or swimmer issues.

**Requirements:**

The Head Coach and Assistant Coach must demonstrate at least one year of experience managing a large group of children (100 or more; ages 5-18) in a competitive swimming environment.

Junior coaches must have swim team experience in their background as well as a desire to teach and work with children.

The Head Coach and Assistant Coach are also required to have the following certifications in place at the time of application (or at a minimum a plan to have these certifications in place before March 31, 2022):

1. CPR and First Aid from the American Red Cross
2. Life Guard Certification
3. Pool Operator
4. Water Safety Instructor (recommended)

Hiring preference may be given to coaching candidates who possesses additional certifications.

Junior Coaches are required to have the following certifications in place at the time of application (or at a minimum a plan to have these certifications in place before March 31, 2022):

1. CPR and First Aid from the American Red Cross
2. Life Guard Certification (recommended)
3. Pool Operator (recommended)

All applicants must be a U.S. citizen and be at least 16 years old to apply.

**Attendance:**

All coaches must attend all practices and meets. Candidates for this position must certify in writing in their application that they are available for the entire season. Excused absences, such as sickness, family emergencies, medical appointment, or other reasons, may be granted on a case by case basis by the Head Coach or Swim Board President when requested.

Failure to attend meets or missing multiple practices may result in a salary reduction.

**Evaluation:**

All candidates will be evaluated on their qualifications for their position and their availability for the season. The most qualified candidates will be interviewed by a panel consisting of the Swim Board President, the Swim Board Vice President, the Team Representative and Director of Operations.

**Compensation:**

Coaches are paid a competitive wage and are compensated twice during the summer. All employees are eligible for a bonus at the end of the summer based on a favorable performance evaluation. The Head Coach will be evaluated twice during the summer in accordance with pre-established goals by the Swim Board President and/or Vice President. The Assistant Coach and Junior Coaches will be evaluated twice during the summer in accordance with pre-established goals by the Head Coach.

**Applications:**

Applications are due by January 7, 2022 and should be sent to the Swim Board President at president@fggators.org. Applications can be found on the Franklin Glen Gator website at [Gator Website Coaches Application Page](https://www.teamunify.com/SubTabGeneric.jsp?team=reccslfgg&_stabid_=95624).

Interviews will commence January 11, 2022. All decisions will be made by the end of February, although most likely decisions will be reached closer to the end of January.