



# Flashes Aquatics (Indianapolis, IN)

*Devoted to Athletes. Dedicated to Character. Driven to Excellence.*

Flashes Aquatics (FA) is a Level Two USA swim club, founded in 2003. FA serves swimmers on the southeast side of Indianapolis. Operating out of the Franklin Central High School Natatorium in Franklin Township, with an 8-lane indoor 25y/25m pool with separate diving well, the club has approximately 130 year-round members. FA is a stable club with an excellent foundation poised for continued growth.

Flashes Aquatics is seeking an Age Group Head Coach for the competitive swim program with direct coaching responsibilities. The Age Group Head Coach is expected to mentor athletes and build a coaching team that will foster growth in the USA Swimming program; producing the highest attainable levels of competitive excellence in individual and team performance. The Age Group Head Coach will create a positive environment with open communication for athletes, team parents and the Board of Directors.

## Club Administration

1. Holds appropriate parent meetings for all practice groups at the start of short and long course seasons.
2. Buys appropriate supplies and materials for all groups to enhance the program, within approved budgets.
3. During regularly scheduled Board Meetings, presents goals and plans for team performance and retention consistent with the mission of the club. Make available to general membership.
4. Oversees practice and swim meet schedules for the youth with the head coach.
5. Sets with the Board rules regarding proper decorum during practices and meets.
6. May exercise authority to temporarily dismiss any swimmer from practice and notifies Parent/Guardian and Board. Board approval is required for longer dismissals.
7. Attends all Board, and IN swimming meetings
8. Maintains master database, Hy-Tek and Team Unify.
9. Oversees disbursement of meet information, events, and results.
10. Helps update team performance and records.
11. Formulates monthly practice schedule on website calendar.

## Meet Administration

1. Helps determine the meet schedule and travel meet schedule for the team and places on the website.
2. Encourages meet signup to ensure individual improvement.
3. Helps with staffing of meets.
4. Oversees selection of individual meet events.
5. Determines relay assignments with input from staff.
6. Is on-deck 15 minutes prior to warm-ups and supervises designated warm-up for all groups (when not personally at the meet, ensures that a coach is assigned these duties).
7. Attends or designates representatives for all coaches' meetings.
8. Plans and facilitates sanctioned intrasquad swim meet before, middle and end of season.
9. Learn how to set up the pool during and after swim meets.
10. Oversees all meet entries/event selections.
11. Coaches the 14 and under swimmers at all swim meets.
12. Coaches at all championship meets with the head coach.



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## **Practice Administration**

1. Helps the head coach manage all schedules for club practices, coaches and lifeguards, and lessons programs that maximize pool resources and swimmer development.
2. Sets workout groups and criteria for advancement.
3. Oversees seasonal training plans for all youth groups and communicates the same to swimmers and parents.
4. Helps run morning workouts.
5. Encourages athlete practice attendance to ensure individual improvement.
6. Oversees daily attendance by coaches for all groups through On Deck.
7. Oversees the establishments of individual goals for all Age Group swimmers and higher swimmers
8. Is on-deck 20 minutes prior to practice time.

## **Communication**

1. Sets up and participates, with the assistance of Board members, in meetings/clinics to aid in the education of parents and swimmers.
2. Monthly coach's report at Board meeting to include a report of team progress and swimmer or parent issues or needs.
3. Communicates with all swimmers, parents, coaches, and officials in a constructive, consistent and professional manner.

## **Program Management**

- Continues to foster positive team attitudes, encourage self-discipline, sportsmanship, and responsibility.
- Develops the technique of the youth in all 4 strokes
- Teaches the swimmers to love the sport of swimming
- Encourages and supports growth of the FA club and lessons programs through hands-on interaction with club members and strategic planning.
- Upholds the USA Swimming and FA code of conduct among swimmers and coaches.
- Grows the age-group program (10 and under) (11-14)

## **Coaching & Training Management**

- Designs and oversees training/practice plans for the lightning and thunder groups.
- Head Age Group Coach of our youth and ongoing senior-group coaching assistance.
- Oversees progression of athletes at all levels of the program and works with the Head Coach to determine group levels for individual swimmers.
- Develops/promotes drills and workouts that connect to young kids at all levels of the program.
- Motivates and encourages all coaches on staff to better themselves and train.



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## **Other Responsibilities**

- Oversight of the lessons programming with a focus to move swimmers from lessons into the club program, as appropriate.
- Maintains master database, Hy-Tek and Team Unify.
- Management and recruitment of new/current coach staff.
- Promotes and participates in FA community initiatives with coaches and athletes.
- Participates in Board Meetings once a month.
- Helps create meet files for all home swim meets and school swim meets.

## **Qualifications**

- Must love working with kids.
- Must have coaching experience
- College degree preferred but not required.
- Willing to learn and work with the head coach.
- Must have knowledge of writing workouts and pool operations.

**Compensation** - Salary based on qualifications & experience.

**How to Apply** - Please submit resume and salary expectations to: Board of Directors President, Trina McWilliams [mcwilliams.trina@gmail.com](mailto:mcwilliams.trina@gmail.com) [flashesheadcoach@gmail.com](mailto:flashesheadcoach@gmail.com)