



Job Title: Head Coach, Swansea Aquatics

Salary: £27k -£32k dependant on experience

Job type: Permanent full time, requiring the post holder to work flexibly including early mornings, evenings, and weekends on a regular basis.

Responsible to: Club Committee and Director of Swimming

Supervisory responsibilities: Assistant coaches and volunteer coaches

Location: Swansea

This role, due its nature, duties, and responsibilities, will be subject to an enhanced DBS check.

Primary responsibilities:

The Performance Club Head Coach will be responsible for leading on coaching in the Performance Club and for developing a positive performance environment that supports the holistic development of swimmers and para swimmers and enables them to thrive as athletes. They will be responsible for the planning and implementation of training programmes, competition scheduling and goal setting across the squad system and ensuring the highest standards of coaching delivery from all club coaches through effective line management and continual professional development.

Key Relationships: Essential partners for this role are, but not limited to;

- Performance Club committee
- Local authority, leisure trust and/or facility operator
- Associated development clubs
- Swim Wales Performance Team
- Swim Wales Aquatics and Inclusion Team

Key tasks:

- In collaboration with the club committee, input into the development of an appropriate club development plan and ensure that there is a squad and coaching structure in place to support this plan.
- Develop, monitor and review clear performance objectives on an annual basis that focus on the development of swimmers and para swimmers capable of success at regional, Welsh National and British National level, and gaining representative honours on Swim Wales National Programme squads and British Junior teams.
- Design, manage and contribute to the implementation of a comprehensive training programme across the squad pathway, ensuring there is a focus on appropriate development from a physiological, technical, tactical and holistic education perspective, and supported by clear expectations and standards.
- Ensure that the expected training standards for each squad are effectively communicated on a regular basis and understood clearly by swimmers and parents.



- Oversee the development, planning & implementation of appropriate competition schedules / programmes for all squads, and ensure that these are effectively communicated to swimmers and parents.
- To be in attendance to support swimmers at competitive events including team galas, open meets, club championships, regional and national championships.
- Be responsible for Arena League entries and work alongside the Director of Swimming with the team selection.
- Ensure all new club members are fully signed up to Swim Manager and Swim Wales Just Go.
- Manage recruitment of new swimmers with the help of other members of coaching staff and target 10% growth year on.
- Provide mentorship and professional development of assistant and volunteer coaches to ensure the highest standards of delivery across the squad pathway.
- Carry out annual appraisal of coaches, setting out annual performance targets, encouraging personal development and CPD.
- Ensure that there is effective communication with the club committee and provide a regular coaching report to the committee to update on progress.
- Perform a management role and organise regular meetings for all coaching staff. In conjunction with the other coaches set performance targets relating to Age Group and Skill and Development as well as other areas of Club development.
- Ensure that there is regular and effective communication with swimmers, coaches, parents, and partners such as facility operators, local authorities / leisure trusts and Swim Wales.
- Work closely with exiting volunteers to utilise, deploy and develop their individual skills and knowledge to maximise the delivery of the training / competition programmes.
- Ensure that there is an appropriate process in place for parents / swimmers to discuss their progress and set goals on an individual basis.
- Work alongside the Director of Swimming to help maintain a good working relationship with Swansea University and Swim Wales.
- Establish, develop and maintain an effective partnership with the Swim Wales Performance Team through attendance at National coaching team meetings, CPD and ensuring compliance with the Performance Club / Swim Wales Performance agreement, including commitment to the Swim Wales National Coach Development programmes.
- Follow Health & Safety Procedures and the Swim Wales Child Welfare Policy.

PERSON SPECIFICATION

Criteria	Essential	Desirable
Experience	<p>A minimum of three years' coaching experience of working within competitive swimming at Club, Regional or National level.</p> <p>Experience in the development and implementation of plans, training programmes and the assessment of swimmer performance.</p> <p>Working with volunteer coaches and committee members within a club environment.</p> <p>Preparing and presenting performance reports to key organisations who support and work closely with the holder of this role.</p> <p>Proven track record of programme development within a large competitive swimming programme, delivering measurable outcomes and results.</p>	<p>Experience of using sports science tools to enhance the performance of athletes and coaches.</p> <p>Working with National Governing Bodies and within the field of Swimming Development.</p> <p>Working with people with a disability in a sporting programme.</p> <p>Experience of coaching on a National Squad Programme and/or involvement in a National Coach Development Programme.</p>
Education & Qualifications	<p>Qualified to a minimum of a UKCC Level 3 Swim Coach or equivalent international qualification.</p> <p>UKAD Clean Coach certification.</p> <p>UKC Safeguarding certification (or equivalent).</p>	<p>A sports specific degree or equivalent.</p> <p>Evidence of commitment to appropriate Continued Professional Development including.</p>
Knowledge, Skills & Competencies	<p>Proven technical and applied sports science knowledge relating to competitive swimming.</p> <p>Proven knowledge and experience of coaching competitive swimming at Youth, Age Group, Regional and National level, to include knowledge of performance pathways and talent identification.</p>	<p>Practical knowledge/experience of implementing the Swim Wales Drill Progression framework.</p> <p>Knowledge of Swim Wales policy and procedures</p>

<p>Knowledge, Skills & Competencies (continued)</p>	<p>Knowledge and understanding of Child Protection policies and procedures.</p> <p>Ability to coach swimmers in a performance environment, to improve individual technical skills and develop individual training programmes.</p> <p>Ability to communicate effectively, both verbally and in writing.</p> <p>Ability to set priorities, plan the process of work and manage competing demands on time.</p> <p>Ability to motivate athletes, coaches and volunteers, whilst being able work on own initiative and as part of a team.</p> <p>Excellent time management.</p>	
<p>Personal Attributes</p>	<p>Proven ability to work in a leadership role and display leadership skills.</p> <p>Self-motivated and driven to succeed.</p> <p>Patience and understanding whilst working with swimmers and volunteers.</p> <p>Commitment to continuous professional development.</p>	
<p>Other</p>	<p>The ability to work flexibly including early mornings, evenings and weekends on a regular basis.</p>	<p>Current Driving Licence.</p>