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| **HEAD**  **COACH** | A yellow and black text  AI-generated content may be incorrect. |

**JOB DESCRIPTION**

**Summary of the Role:**

The Head Coach will be responsible for leading and managing the swimming programme at City of Derry ASC. This is a leadership position across all the training squads, ensuring alignment with Swim Ireland’s Long Term Athlete Development (LTAD) model and the Club’s Performance Pathway.

This includes the planning, delivery, and evaluation of the training programme, and the Head Coach will foster a performance-driven, safe, and inclusive environment.

The successful applicant will be engaged on a contract for services basis, with an expected availability of approximately 20-25 hours per week. The initial contract will be for a duration of one year, with the possibility of renewal. This position is ideally suited for a coach with proven leadership in athlete development, team management and long-term performance planning.

Remuneration will be discussed with shortlisted candidates and will reflect the scope of the role, qualifications held, and relevant experience.

**Key Responsibilities:**

* Develop and implement an annual training and competition plan across all squads.
* Lead and manage all training across Transition, Development, Junior, Senior, and Masters squads.
* Lead the coaching team in line with Swim Ulster and Swim Ireland standards.
* Identify and nurture swimmers with competitive potential at local, regional, and national levels.
* Manage team selections and provide performance feedback to swimmers and parents.
* Ensure swimmer progression in alignment with the CoDASC Performance Pathway.
* Develop individual performance profiles for Junior and Senior athletes, including short-, medium-, and long-term targets.
* Integrate sports science into the training programme, including athlete testing, monitoring, and performance analysis, and incorporate holistic practices such as mindfulness, breathwork, and yoga/Pilates to support mental and physical wellbeing.
* Maintain oversight of the club's strength & conditioning (S&C) programme, ensuring alignment with pool-based training cycles, and support the inclusion of complementary land training such as flexibility, core stability, and recovery-focused activities.
* Identify and propose opportunities for training camps (with costings) both domestically and internationally.
* Mentor and Support junior coaches and volunteer teachers.
* Liaise closely with the Club Children’s Officer to ensure swimmer welfare.
* Foster a performance-driven, safe, and inclusive environment.
* Attend galas and competitions, providing support and analysis.
* To maintain a high level of communication, visibility and co-operation between swimmers, coaches and parents.
* Manage and maintain accurate records of athlete testing, development, and competition outcomes.
* Report monthly to the Club Committee on swimmer and programme progress.
* Submit reports to the Club Committee within three weeks following major competitions or training camps.
* Maintain and strengthen relationships with key stakeholders including Derry City and Strabane District Council, Swim Ulster, Swim Ireland, parents, and sponsors.
* Maintain strong communication and co-operation with swimmers, parents, and the coaching team.
* Collaborate with Swim Ireland and Swim Ulster regarding development opportunities, safeguarding, and competition structures.
* Contribute to the club's 5-year strategic development plan and goals.
* Participate in coach education and maintain CPD requirements.

**Qualifications & Experience:**

**Essential:**

* Swim Ireland Level 2 Coaching Qualification (or equivalent)
* Minimum 2 years’ experience in a Head Coach or Lead Coach role
* Proven track record of developing swimmers to regional and/or national level
* Strong organisational, communication and leadership skills
* Understanding of the Swim Ireland Performance and Competition Pathway
* The successful applicant will be required to apply for and obtain Enhanced Access NI clearance prior to commencing employment
* The successful applicant must complete Swim Ireland-approved Safeguarding Level 1 certification if appointed

**Desirable:**

* Experience in managing a club coaching team
* Familiarity with Swim Ireland’s Club Mark and governance standards
* Experience mentoring junior coaches
* Experience working in club committee-led environments
* Swim Ireland Level 3 Coaching Qualification
* 3 years plus experience in Head Coach or Lead Coach role

**Reporting & Governance:**

* The Head Coach will report to the City of Derry ASC Management Committee.
* Regular performance reviews and planning meetings will be held.
* The Head Coach will be expected to uphold the Swim Ireland Code of Conduct and Safeguarding Guidelines at all times.

**How to Apply:**

To apply, please send your **CV**, a **cover letter / personal statement**, and copies of relevant qualifications to: [secretary@cityofderryswimmingclub.com](mailto:secretary@cityofderryswimmingclub.com) or via post to Head Coach Recruitment, City of Derry Swimming Club, C/O 56 Beragh Hill Road, Derry~Londonderry, Northern Ireland, BT48 8LY.

**Your cover letter should be no more than 2-3 pages (Arial Font – size 12) and must detail why you wish to be considered for the role and where you believe your skills, experience and values meet the requirements of the position.**

**Closing Date for Applications:** 5.00pm on Wednesday 4 June 2025

Interviews will be conducted before the end of June 2025, with the successful candidate starting on 1 September 2025.