

Triton Swimming Head Coach Job Description

- Triton Swim Club is seeking a highly motivated Head Swim Coach to oversee training design, technique and performance excellence that align with the mission and values of our competitive swim club. Position is a full time salaried position (approximately 40 hours per week, including both on deck coaching and administrative/managerial duties). This position reports to Genesis Health Club management.

Expected Job Duties:

Serve as the Head Swim Coach for the team's competitive swim program:

- Supervise and maintain practice and meet environment, fostering a positive, safe, inclusive, challenging and supportive team environment that promotes sportsmanship, teamwork and the personal growth and development of both athletes and assistant coaches.
- Develop and implement comprehensive training programs across all team/group levels tailored to the needs and abilities of each practice group, focusing on skill development, stroke progression, tactical knowledge, and physical fitness.
- Ensure the safety of all swimmers during practices and meets, following proper protocols and guidelines.
- Assessment and assignment of swimmers to training groups and appropriate goal setting.
- Propose the competition calendar for the short course, long course, and championship seasons.
- Ensure all swim meets have adequate coaching coverage for all participating swimmers.
- Collaborate with team administrator (and Triton aquatics director) on team practice schedules and meet schedules, including team and coach travel, meet entry assignments, and other meet-related administrative duties.
- Uphold and enforce team rules, regulations, and board policies.

In addition to coaching experience, the head coach position is responsible for the day-to-day operations, hands-on guidance, and involvement in all aspects of the swim program, including but not limited to:

- Maintain regular and efficient communication with swimmers, parents, and Genesis to provide updates on team activities, schedules, sport-specific education, and performance. Communication with the club via email, newsletter, office hours and athlete/ parent meetings when required/requested.
- Management, training, mentoring, scheduling and professional development of the assistant coach staff. Not limited to execution of staff meetings, scheduling, assignment and delegation of duties, development and implementation of a cohesive vision and coaching philosophy throughout the program.

- Work collaboratively with Genesis to ensure adequate and effective coaching staff to include position descriptions, search processes, acquisition, orientation and hiring/firing practices.
- Work collaboratively with Genesis resources to secure pool time and set practice times for groups in the allotted time available, resolving pool limitations creatively to accommodate training.
- Work collaboratively with the parent volunteers and Genesis by attending meetings and providing monthly progress reports regarding athlete performance, financial, communication, and staffing statuses.
- Assist Genesis with the development and implementation of the annual budget and conduct and manage club activities within the parameters of the budget.
- Plan, participate, promote and engage in team community events, awards, team building and team social events and meetings.
- Collaborate with volunteer help to coordinate meet set-up, management, and take down for Club-hosted meets.
- Lead swimmer recruitment and retention efforts to maintain Club membership.
- Represent Triton/Genesis professionally and positively within the Louisville swim community and greater.
- Maintain good public relations and communication with media, potential members, sponsors, etc.

Minimum Qualifications:

- Current USA Swimming coach member in good standing, including lifeguard, first aid and all USA Swimming coach courses and certifications.
- 5+ years coaching experience demonstrating a record of successful leadership with both developmental and elite swimmers in technique, race strategy, stroke mechanics, age-appropriate dryland training techniques and training methodologies. Strong understanding of overall balance of training for distance and sprint, taper techniques.
- Strong organizational ability to manage multiple tasks and events simultaneously.
- Proficient in use of TeamUnify platforms, USA swimming, Microsoft Office (Word, Excel, and PowerPoint – or equivalent) and email.
- Excellent interpersonal and communication skills (verbal and written) to effectively interact with athletes, parents, staff, Genesis and the broader community.
- Ability to demonstrate reliability, availability, and ethical behavior including punctuality, confidentiality, professionalism, positive and constructive feedback.
- Ability to set priorities, meet deadlines, attention to detail, accuracy and follow through.
- Knowledge, compliance and commitment to Safe Sport and USA Swimming regulations.

Preferred Qualifications:

- 5 years+ experience as Head Coach at the club or collegiate level
- Experience as a competitive swimmer, preferably at a collegiate level
- Bachelor's Degree and/or ASCA Level 4 or 5 Certification
- Proficient in use of Meet Manager, Timing System platforms
- Experience with swim meet management and execution.

Work Hours: Head Coach is a full-time exempt position with irregular hours including evenings and weekends. The position will also require working weekend meets with participation in meets at a local, state, regional and national levels.

Compensation: Compensation is commensurate with education and experience and includes a structured bonus based on specific performance criteria. This position is eligible for health insurance, paid time off, meet and team travel expenses and mileage. Genesis covers annual expenses for all coach recertification and USA Swimming registration.

Probation: It is understood that the first 90 days of employment shall be probationary and that if the Employee's services are not satisfactory to the Employer, employment shall be terminated during or at the end of this probationary period.

Drug Screening and Background Check: The Employer reserves the right to drug test all employees, at any time, during the course of their employment. The Employer also reserves the right to run a background check on each candidate upon hire.

How to Apply: Interested candidates should submit a resume, three professional references and a cover letter to include a brief explanation of their coaching philosophy to Genesis Blairwood General Manager, Dave Haydu (dave.haydu@genesishealthclubs.com).

Review of applications will begin immediately but the position will remain open until it is filled by the best candidate.