

Clark Swim Club - Associate Head Coach

Clark Swim Club of Arlington, VA is seeking an Associate Head Coach with a proven ability to recruit and retain athletes as well as manage a staff of 9 assistant coaches. Experience in a multi-site team is desirable as the Clark Swim Club seeks to grow out of our current one pool location. The Associate Head Coach will lead the development of our organization; the coaches; and our swimmers in support of our year round competitive swim program. The Associate Head Coach will have experience as a Head Coach with the ability to review our overall program and assist the Head Coach/Owner in developing a business plan to grow our team. The Clark Swim Club is entering it's 6th year with a record of steady growth and achievement. This position is responsible for creating and executing a strategy for CSC's continuing success for all levels of swimmers, and organizing a qualified coaching staff to assist the Associate Head Coach in running practices. The Associate Head Coach will have responsibility for coaching at all practice groups, assisted by a staff of assistant coaches and performing day to day administrative duties. The Associate Head Coach will spend approximately 25 hours on deck per week and 15 hours per week office hours.

JOB DESCRIPTION:

Program Management

1. Develop, design and implement a coaching program that ensures consistent standards across the entire team, with emphasis on stroke technique, physical conditioning, and competitive success.
2. Create appropriate training programs, and periodically evaluate and ensure that progress towards goals are made.
3. Work closely with assistant coaches to develop an integrated and consistent program for age group and developmental swimmers with an emphasis on stroke technique.
4. Help each swimmer develop short and long-range goals and motivate them to reach their goals.
5. Develop strength and flexibility program for all practice groups as appropriate.
6. Assure adequate coaches are scheduled for meet session coverage.
7. Conduct monthly staff meeting with all coaches.
8. Design and implement a recruiting strategy to support continued growth.
9. Be responsible for supervising, mentoring and evaluating the coaching staff.
10. Be responsible for hiring and, if necessary, terminating coaching staff.

Administrative Responsibilities

1. Responsible for preparing the team schedule for workouts and meets for the year.
2. Organize, review and submit all meet entries in a timely manner.
3. Attend all PVS LSC meetings.
4. Retain full oversight for all administrative duties delegated to coaches.
5. Develop an action plan to meet USA-Swimming Club Development and Achievement Standards.
6. Meet with Head Coach/Owner monthly.

Qualifications

1. Minimum 5 years of Coaching experience, preferably at the Head Coach level.
2. ASCA Level 3 or above Certification or equivalent experience is strongly preferred

3. Experience in building an organizational model, processes and inclusive culture that supports a multi-site operation
4. Strong leader and developer of swimmers and coaches – both in and out of the water
5. Proven track record for inspiring excellence at all skill levels with strong skills in development and motivational techniques
6. Seasoned experience in designing, implementing and evolving training and conditioning programs to support multiple levels of athletes
7. Strong skills in community building and outreach
8. Solid planning and administration skills
9. Certifications in STSC, Lifesaving, first aid, CPR

Compensation

This is a year-round, full-time salaried position, compensation based on qualifications and experience. The club has traditionally taken a week off of practice during local school system Spring Break, then an extended break from early August thru the start of practice in mid-September.

To Apply;

Please send cover letter defining coaching philosophy, resume, and references to Mike Clark at mclark@marymount.edu