

# HEAD COACH – SLIGO SWIMMING CLUB.

**CLOSING DATE:** Friday 15<sup>th</sup> April 2011

**ORGANISATION:** Sligo Swimming Club, North West of Ireland

**CONTRACT TYPE:** Attractive contract of service with performance related Incentive schemes.

**LOCATION:** Sligo City, County Sligo Ireland

**CONTRACT TYPE:** Contract for service - Rolling 3 year contract

## DESCRIPTION

Sligo Swimming Club (SSC) is a long standing club which has experienced sustained growth over the past number of years. We currently have a membership of approximately 165 swimmers with potential for additional areas of expansion. SSC is now looking to move from a parent driven to a coach driven parent supported club by contracting the services of an experienced innovative and dynamic head coach.

The ideal candidate will be able to demonstrate:

- A passion for swimming and working with swimmers of all levels to achieve their best
- An ability to deliver improved performance and results at all levels of competition.
- An ability to promote teamwork, sportsmanship and encourage personal development
- An ability to foster positive relationships with swimmers, parents and the club representatives.
- A commitment to continuous professional development and re-education which will be supported and encouraged by the club.
- Solid time management skills with an ability to work to dead lines on an independent basis.
- An ability to lead other team members in their vision of excellence

## ESSENTIAL QUALIFICATIONS:

- ASA/UKCC Level 2 coaching/teaching swimming qualification
- National Pool Lifeguard Qualification/Other Suitable Life Saving Qualification
- At least 3 years coaching and teaching and experience at high performance or divisional level
- Excellent knowledge of the additional training requirements for top level swimmers including dry-land training, nutrition and stretching and conditioning.
- A record of continuous professional development throughout their career and a clear understanding of modern swimming technique and coaching methods.
- Full H&S training commensurate with the role of head coach.

## DESIREABLE QUALIFICATIONS

- ASA/UKCC Level 3 Coaching Swimming Qualification and excellent knowledge and understanding of modern swim techniques in all strokes.

## SKILLS REQUIRED

- Excellence in coaching and teaching, the ability to motivate swimmers at all levels and to provide a coach led and parent supported year round swim team.
- Ability to communicate effectively with the committee, coaches, club members and parents
- Commitment to oversee the development of all squads
- Ability to formulate training and competition programmes to reflect the needs of all swimmers
- Strong leadership skills to lead and mentor a team of experienced coaches and poolside helpers
- To be able to identify other fund raising opportunities for the club and coaches.
- Ability to retain and recruit further swimmers into the club.
- PC literate
- Commitment to flexible working hours when required
- Practical knowledge of Health and Safety issues relating to swimming

## **CONDITIONS of CONTRACT**

- The head coach will be engaged as a contractor to Sligo Swimming Club.
- Contract for approx 40 hours per week for 44 weeks.
- Required to attend galas, open meets and championship events. Payment will be subject to negotiations. Local travel will be required to attend committee/coaches meetings.
- The Head Coach will be required to represent SSC as and when required.

## **RESPONSIBILITIES**

The ideal candidate must have a track record which demonstrates the ability to:

- Formulate swimming policy including preparation of monthly and annual training plans for all levels thus ensuring a consistent approach throughout the club.
- Personally supervise the majority of all swim sessions within the club.
- Manage all coaching and teaching throughout the Club
- Implement swimming policy and deal with matters directly related to the club and personally train the Senior Performance Squad.
- Organise all club galas, fund raising events and regular Club nights
- Attend National, County and Regional competitions as well as targeted galas and open meets and organise other assistant coaches to attend accordingly.
- Liaise with clubs competitions secretary to deliver the annual coaching and competitive schedules
- Plan efficient use of pool time and other resources in consultation with the Committee
- Convene regular Coaches meetings and attend committee meetings
- Provide regular feedback to coaching staff, pool helpers, swimmers and parents
- Assist in the recruitment of all assistant coaches as necessary in accordance with the clubs recruitment policy.
- Manage all assistant coaches
- To lead team selection along with the Team Manager/selection committee etc.for galas etc
- Ensure compliance with all relevant swimming law and the "Code of Conduct"
- Liaise with Press secretary and Sponsorship officer to publicise achievements
- Ensure all Health and Safety guidelines and club policies are complied with
- Establish and implement entry standards into the club.

The Head coach is accountable to the club's committee. The clubs philosophy is to leave technical coaching matters in the hands of the coaches and to work in partnership with the Head Coach on strategic and planning issues.

SSC reserves the right to shortlist candidates and interview those candidates only, we will not accept responsibility for any expenses incurred during the application/interview process.

## **HOW TO APPLY**

Anyone interested please contact John Hanley by e-mail [johnehanley@yahoo.com](mailto:johnehanley@yahoo.com) a full application Closing date is the 15<sup>th</sup> April 2011. For further information on Sligo Swimming Club please see our club website [www.sligoswimclub.ie](http://www.sligoswimclub.ie). Please do not contact or send e-mails to the club directly regarding this contract. Video interviews maybe available to short listed candidates outside of Ireland who can demonstrate an absolute requirement for this method of interviewing. This will be at the absolute discretion of SSC.