



Job Title: Lead 12 & Under Coach

Location: Katy, Texas

Organization: KATY Aquatics

Job Type: Full-Time

Full Benefits Package: Access to healthcare, 401(k) plan, and paid time off (PTO)

Salary: Commensurate with experience

Reports To: Head Coach/Co-Age Group Director

Position Summary:

KATY Aquatics is seeking a dynamic and experienced **Lead 12 & Under Group Coach** to oversee the development and progression of swimmers through a fun, challenging, and nurturing environment. The coach will be responsible for daily practice planning and execution, swimmer evaluation, and proactive communication with both swimmers and parents. This position is ideal for a passionate coach who thrives in a team-oriented culture and is excited to help young athletes grow in skill and character.

All coaches at KATY work within our organizational structure and coaching framework. Coaches are expected to embrace the KATY curriculum and uphold the KATY Values of **Character, Community, Excellence, and Safety & Inclusion**.

Essential Responsibilities:

Program Supervision

- Abide by USA Swimming and ASCA Codes of Conduct and all KATY policies.
- Develop and lead KATY 12&Under Age Group programs
- Design and conduct team practices consistent with the KATY curriculum.
- Create and maintain seasonal, weekly, and daily training plans for assigned groups.
- Track swimmer attendance, progress, and skill development.
- Provide supervision before and after practices/meets and build positive swimmer relationships.
- Submit meet entries and attend assigned meets.
- Recommend and communicate group level placements.
- Collaborate and substitute with other coaching staff as needed.

Program Retention and Recruitment

- Foster a supportive, engaging, and motivating environment for swimmers.
- Develop and maintain strong relationships with swimmers and parents.
- Support team activities and events to promote community and retention.
- Network with local feeder programs to attract and retain swimmers.

Parent Communication and Education

- Conduct parent meetings per KATY policies and procedures.
- Maintain visibility and availability for parent inquiries before/after practice and during office hours.
- Handle all parent communications in a professional and timely manner.
- Notify parents of swimmer absences or meet participation concerns.

Administrative & Staff Support

- Maintain office hours and attend all staff meetings.
- Contribute to KATY committees and ongoing staff development.
- Stay current on industry knowledge and best practices through ongoing education.
- Assist with assigned administrative responsibilities.

Other Responsibilities

- Support general facility operations including cleanup, meet setup, and teardown as needed.

Qualifications:

Preferred Education & Experience

- Bachelor's Degree (preferred)
- 3+ years of swim coaching experience (preferred)
- ASCA Level 3 (preferred)

Skills & Attributes

- Strong interpersonal, organizational, and communication skills
 - Team player with a passion for youth development
 - Proficiency in Microsoft Office, email platforms, Hy-Tek Team Manager/Meet Manager
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Certifications & Licenses:

- **Required:** USA Swimming Coach Member
 - **Required:** Valid U.S. Driver's License and ability to work in the U.S.
 - **Preferred:** ASCA Membership
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Work Environment & Physical Requirements:

To be determined. Candidate must be capable of supervising youth in an aquatic setting and managing physically active environments such as swim practices and meets.

Please send resume and 3 references to coachtravis@katyaquatics.org . You may also reach out at 713.724.6046