



FIRST COLONY SWIM TEAM - Director of Non-Competitive Programming

Overview:

First Colony Swim Team (FCST) is currently accepting applications for a Director of Non-Competitive Programming. FCST, based in Sugar Land, TX, is a USA Swimming Bronze Medal Club which creates opportunities, within a safe and supportive environment, for swimmers to merge passion and commitment with expertise resulting in the highest level of personal performance.

The ideal candidate will have a passion for swimming and coaching, a strong technical background, and a willingness to work as a team player. The Director of Non-Competitive Programming will collaborate with team leadership to elevate our non-competitive Swim League and learn-to-swim programs, working to support FCST's mission and the philosophy of the Head Coach.

Responsibilities:

- Grow, manage, and develop the non-competitive Swim League and learn-to-swim program to feed into the competitive team
- Hire, train, and manage FT & PT staff members, ensuring FCST's values live through them
- Coordinate and manage registration and billing for all auxiliary programs, keeping accurate records of finances and membership numbers
- Communicate with and provide excellent customer service to program members to promote retention and engagement
- Educate parents and swimmers on long-term development and benefits of the sport of swimming
- Network with other teams and organizations to promote FCST
- Serve as the team's professional certification training instructor
- Maintain required certifications

Preferred Qualifications:

- 5+ years of coaching experience, minimum of 2 years in supervisory role
- USA Swimming Coach Membership in good standing
- American Red Cross Lifeguarding Instructor Certification (or other comparable certification); must be acquired within 30 days of employment
- Ability to work independently and multi-task while prioritizing work demands
- Previous financial management experience
- Strong written and verbal communication skills
- Experience with SportsEngine Motion and Microsoft Office

Compensation:

Competitive salary commensurate with experience, paid time off, professional expense reimbursement, and professional development opportunities

Benefits:

The Director of Non-Competitive Programming will be eligible to participate in the following benefits: retirement, medical, dental, vision, life insurance, long-term disability and short-term disability insurance

How to Apply:

Applicants should email a resume and 3 professional references to FCST's Head Coach, Ben Pulskamp, coachben@swimfcst.com

Application Deadline: March 30, 2025