



Blue Tide Aquatics | Kingwood, Texas | Head Coach

Blue Tide Aquatics is seeking a Head Coach to lead all aspects of the swim team's program and operations, including direct coaching responsibilities. This position will guide and grow our swim program to produce competitive results in individual and team performance, while maintaining a culture that is consistent with BTA's mission, vision, and values. The Head Coach is expected to maintain positive relationships, mentor as appropriate, and communicate effectively with coaching staff, athletes, parents, and BTA's Board of Directors. The Head Coach must develop the skills and talents of the team while promoting teamwork, sportsmanship, and encouraging development and excellence. The Head Coach is expected to work in partnerships with Humble ISD, Gulf Swimming, USA Swimming, and other key stakeholders.

Core Responsibilities

Team Leadership:

- Develop and implement a comprehensive training program and cohesive coaching philosophy across all group levels, tailored to the individual needs and abilities of swimmers, and the overarching aspirations of BTA.
- Build and maintain a positive and inclusive team culture, focused on respect, teamwork, and good sportsmanship.
- Manage team communications, including training and meet schedules, announcements, and other relevant information to be shared in a timely manner.
- Work collaboratively with the Board of Directors and other key stakeholders. Attend meetings to provide monthly progress reports on key aspects of the program, staffing, and any matters that could impact the financial status of the Club.
- Serve as a mentor and role model for assistant coaches, providing guidance and support in their development.
- Grow the overall club membership and participation, including participation at the highest levels of the sport.
- Assist in recruiting new swimmers to the team through outreach, marketing, and various community engagements.
- Uphold BTA's policies and procedures (USA Swimming and Safe Sport) to create a safe, secure, and supportive environment for all participants.

Direct Coaching and Day-to-Day Operations

- Oversee at least one training group, providing personalized coaching and feedback to individual athletes so that they achieve their full potential.
- Oversee facility management of BTA's outdoor pool and coordinate the scheduling and usage of two Humble ISD pools (Kingwood and K-Park High School)
- Organize and manage all coaching and administrative staff assignments and responsibilities.
 - Show financial responsibility by operating within the approved budget
 - Conduct formal annual performance reviews for all staff
- Plan and manage the full team practice schedule and meet schedule, including team and coach travel, meet entries, and other administrative duties.
- Support and organize home meets and engage with other clubs to participate.
- Assess the need for tailored programs and/or partnerships to meet the needs of the community, the club, and to grow the talent pipeline of BTA. Re-establish and grow a lessons/learn-to-swim program.

Requirements/Qualifications

- Ability to develop and implement a cohesive vision and coaching philosophy throughout the program, from learn-to-swim through to senior/national levels.
- Strong interpersonal and communication skills to effectively interact with all levels of athletes, parents, staff, Board members, key stakeholders, and broader community.
- Acts as a role model for swimmers with a positive, proactive manner which inspires and supports all athletes.
- Current USA Swimming coach in good standing, including all courses and certifications, ASCA Level 4 or 5 certification strongly preferred.
- 10-20 years of coaching experience and proven track record with both developmental and elite swimming technique, race strategy, and training methodologies.
- Strong organizational abilities to manage multiple tasks and events simultaneously. Proficient in specific software needed to manage day-to-day operations and communications.

Compensation

- Salary commensurate with experience; will remain competitive within the market.

Interested applicants should send a cover letter and resume to: secretary@swimbluetide.org