



About Us: [Maverick Swim Club](#) is one of the 10 largest clubs in Illinois. Our location in Chicago's west suburbs is in the heart of one of the nation's swimming hotbeds — as Naperville boasts one of the country's biggest summer swim conferences with more than 2,500 participants each year. We are a not-for-profit USA Swimming club led by a board of directors (BOD). Maverick employs the state's largest coaching staff to accelerate our young swimmers' development in the pool and recently introduced the Maverick Values Program ([MVP](#)) to assist our swimmers and families out of the pool. The 2023-24 Short Course season marks the 30th year of Maverick Swim Club. Throughout those 30 years, we've had the same head coach, Mark Townsend. Mark recently announced he will switch to a part-time role at the conclusion of the 2024 Long Course season. Therefore, we seek a head coach to lead our swim team starting in August — though we also are interested in bringing in our next coach during the Long Course season to enhance the transition process. Maverick's next head coach will believe in our "Children First, Swimmers Second" philosophy while also maintaining our commitments to integrity and overall excellence. Our head coach will directly serve as the lead coach of an existing group on our team while leading and mentoring our talented and dedicated cadre of coaches. The club's current coaching structure consists of a Head Coach, a Head Administrative Coach, lead coaches, and assistant coaches. Our head coach also will be depended upon to maximize our swimmers' abilities in a positive environment while setting a team-wide example for sportsmanship.

Requirements/Qualifications:

- 5+ years of competitive coaching experience with both developmental and elite swimmers.
- Member in good standing with USA Swimming and current on all certifications.
- Extensive background in competitive swimming, stroke mechanics, and understanding of USAS rules and regulations.
- Prior experience in a leadership role of training, managing, and developing assistant coaches is preferred.
- Excellent communication, organizational skills, and motivational skills with a strong sense of personal integrity.
- Experience using Google Suite, Team Unify, HyTek, and Meet Manager.
- Track record of fostering a culture of team unity among swimmers, parents and staff.
- Knowledge of strength and conditioning training, dryland, and functional movement.
- Enthusiasm for continuing coaching education.
- Legal authority to work in the USA with a valid driver's license.

Essential Responsibilities:

Leadership

- Lead our team's mission and philosophy to create an atmosphere where children learn valuable life lessons from their experiences in a structured, yet fun-oriented, competitive swim program that provides opportunities for swimmers to develop to their fullest potential.
- Act all times with integrity and as a positive representative of MAVS to the membership and the community at large.
- Foster a culture of team unity among staff, swimmers, and families.
- Collaborate with lead coaching staff to provide continuity and training progressions across all training groups.
- Maintain and increase overall club participation, including participation at the highest levels of the sport. (i.e., Illinois State Championships, NCSA Championships, Age Group Zone Championships, Futures, USAS Junior Nationals, USAS Nationals, and Olympic Trials).
- Collaborate with MVP Leads to ensure programming fits the needs of swimmers, families, and staff.

Administrative

- Ensure full compliance with all USA Swimming policies, including serving as team coordinator of SafeSport.
- Maintain our long-time relationships with North Central College and Districts 203 and 204 and their aquatic staff; negotiate pool lease details and complete all necessary documentation for rentals (practices and meets).
- Collaborate with the Head Administrative Coach on hiring, scheduling, and maintenance of lead and assistant coach staff.
- Ensure all year-round coaches are given an annual performance review and recommended for pay increases as appropriate.
- Work with Team Administrator on day-to-day operational aspects of the team.
- Work with Team Administrator to plan and prepare ahead of Maverick hosted meets and time trials.
- Coordinate with Team Administrator to submit, update, and finalize entries to meets.
- Develop practice and meet schedules and maintain website calendar.
- Engage actively in club promotion, swimmer evaluations, and swimmer retention.
- Contribute to overall team communications and respond to all communications in a timely manner.
- Update website information, as needed.
- Maintain vendor contracts and coordinate team apparel for staff and athletes.
- Serve as the Maverick representative to Illinois Swimming HOD.
- Join the Maverick BOD with a voting role.
- Attend all Maverick BOD meetings to develop and implement team goals, maintain an effective budget, and plan for future seasons.
- Collaborate with committee leads, as needed.
- Other duties as assigned by the Maverick BOD.

Coaching

- Serve as the [lead coach](#) for a group within the team and attend all practices, meet sessions and functions for your designated group.
- Create full-season training plans for stroke technique progression, training progression, dryland, and taper strategies for assigned group.
- Manage meet entries for athletes in assigned group.
- Effective communication with coaches, swimmers, and families of objectives and goals for athletes.

Compensation and Benefits:

- Competitive salary commensurate with coaching experience
- Minimum two-year contract
- Eligible for yearly bonus awarded by BOD
- Monthly stipend for health insurance and phone
- Access to retirement planning: 401(k)/Roth IRA

Maverick Swim Club will accept applications immediately and interview candidates until the position is filled, with an intended start date between April 1 and Aug. 1, 2024. Interested candidates should submit a cover letter and updated resume to president@mavswim.org.

Questions can be directed to Lindsey Willhite, current BOD President, at president@mavswim.org.